COMMSCOPE®

2024 Sustainability Report

Investing In Our Future

Table of Contents

1.1 A message from our CEO

At CommScope, we connect and empower people globally through our advanced telecommunications solutions. We redefine what's possible from connectivity—helping our network partners solve their most pressing challenges today and innovating better ways for them to solve for what's next.

Sustainability is among the most pressing challenges of our time and, at CommScope, we're committed to being part of the solution. Our sustainability strategy focuses on ensuring that we tread more lightly by minimizing our environmental footprint and positively contributing to nature and society; helping our customers and partners meet their sustainability goals with innovative solutions; and communicating on our sustainability performance in a transparent manner.

I'm proud of our achievements this past year as we demonstrated strong environmental stewardship. Specifically, we realized a 37% reduction in market-based Scope 1+2 greenhouse gas (GHG) emissions compared to our 2019 base year. We continue to be recognized for our efforts; *Newsweek* named CommScope to its 2023 list of America's Most Responsible Companies. This award recognizes America's top businesses for social and environmental performance as analyzed by Statista on behalf of *Newsweek*. CommScope was also honored with an Innovators Award from Cabling Installation & Maintenance for our commitment to sustainability, and once again we achieved a Gold Corporate Social Responsibility (CSR) rating from EcoVadis, a global leader in monitoring, benchmarking and enabling sustainability in global supply chains.

Staying true to our core value of innovating for customer success, I'm pleased to report that CommScope is innovating solutions that support our customers to drive positive sustainability performance. For example, broadband service providers can improve the sustainability profile of their networks without sacrificing performance by using our HeliARC™ cable. We are also deploying Sustainable Value Score (SVScore™) values attached to our outdoor wireless antenna solutions, starting with our base station antennas. These detailed SVScore assessments will give our partners a concise, objective and—above all—reliable indication of the environmental impacts associated with using our solutions.

In 2023, we made continued progress toward our mission of expanding digital infrastructure across the country, to better connect all members of society. It was another year of numerous social highlights, including donations to causes such as disaster relief and the support of disadvantaged communities. Internally we continued to support our Diversity & Inclusion Business Network. Additionally, it was an honor to receive a five-star ranking on *Newsweek's* America's Greatest Workplaces for Diversity list.

We continue to make great strides in delivering on our sustainability commitments while advancing the industry. I am excited for the future and how CommScope will contribute to a more sustainable— and more connected—society.

You will find more details of our sustainability progress in this report, where we explore our initiatives, accomplishments and ongoing sustainability efforts. As always, I welcome your feedback.

Chuck Treadway
Chuck Treadway
President and Chief Executive Officer

We are proud that CommScope's technology significantly contributes to a more sustainable, connected future—and the transformation of a society dedicated and committed to a better world for all. We are advancing our industry and promoting a more sustainable future through responsible business practices, partnerships and technological innovation. To support this mission, teams from across the company are working hard to integrate our sustainability commitments into our culture, day-to-day operations and product life cycles.

1.2 CommScope at a glance

CommScope (NASDAQ: COMM) designs, builds and manages wired and wireless networks around the world. Our products and services enable faster, smarter and more sustainable solutions, to better connect society in an environmentally conscious manner. We are able to achieve our goals through technological developments which keep us at the forefront of the telecommunications sector. We have strong relationships with our suppliers, with whom we engage regularly and who are essential for enabling CommScope to deliver consistently high-quality service to our customers.

Corporate responsibility and sustainability are key factors considered in all business decisions.

Learn about our company purpose, vision, values and strategy.

1.3 Materiality assessment

CommScope uses the materiality assessment process as a tool to identify environmental, social and governance (ESG) topics deemed to be of significance to stakeholders. Materiality assessments are essential for identifying risks and opportunities, which are in turn used to guide our long-term strategy and future actions. Our most recent materiality assessment was conducted in 2019 and we have structured this sustainability report in order to provide updates on topics and sub-topics identified as material.

We set annual objectives related to each ESG topic and measure success by using KPIs to track our progress toward these goals. This process ensures we can measure progress and we remain aligned with the United Nations Sustainable Development Goals (SDGs).

A key objective for 2024 is to conduct a double materiality assessment in line with the EU Corporate Sustainability

Reporting Directive (CSRD) requirements. Double materiality considers both the financial implications of ESG issues on CommScope (financial materiality) and the societal and environmental implications of the organization's activities (impact materiality). The double materiality assessment will identify material topics, informing which reporting disclosures and KPIs should be included in CommScope's sustainability reporting under the European Sustainability Reporting Standards (ESRS), and what can be excluded.

Responsibility for our ESG strategy lies with the board of directors, which approves the material topics and the approaches we take to address them.

The details of our materiality assessment approach and our corporate responsibility and sustainability strategy are available on our website.

Ongoing stakeholders engagement and dialogue

Stakeholders	Type of engagement and dialogue
Customers	Customer Service team feedback, web resources, conference calls and virtual meetings/workshops
Shareholders and investors	Events and presentations, conference calls, reports, online events
Employees	Engagement and pulse surveys, internal media, interviews, corporate Town Hall webcasts, site-driven Town Hall meetings and dialogue, CommAlert
Suppliers	Supplier Sustainability Survey, on-site visits/assessments/audits, CommAlert
Local communities and regulatory authorities	Local events, online events, web resources
Industry associations	Local events, online events, web resources

CommScope fast facts

>26,000
talented innovators around the world

~4,300
customers

45
supply chain locations

13,000
patents

$600M
each year in R&D

~2,500
direct suppliers and contract manufacturers

~11,000
indirect suppliers

10,000+
partners in

150+
countries

Headquarters—Claremont, NC, U.S.

Governance

Our company is supported by a strong corporate governance framework and a well-defined set of principles and values. CommScope is committed to maintaining the highest ethical standards, conducting business with integrity, honesty, fairness and transparency.

Our governance practices evolve in response to global and local changes, with the goal of creating lasting value for our stakeholders, customers and society as well as supporting resilience for our business.

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Sustainable Development Goals (SDGs)

In 2015, the U.N. adopted the 2030 Agenda for Sustainable Development in member states, identifying 17 Sustainable Development Goals (SDGs) that offer a global framework to protect people and the planet. We've identified those SDGs where our company has the greatest opportunity to influence progress. Our most significant contributions are shown in the 2024 SDGs Addendum.

2.1 2023 governance highlights

CommScope places the utmost importance on ethics and governance, adhering to the laws and regulations of every country in which we operate. This commitment was recognized in several ways throughout 2023:

- CommScope received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Rating assessment, which represented an improvement over our previous A rating.
- CommScope was upgraded to ISS "Prime" status, awarded by ISS for our environmental and social performance. Businesses categorized as "Prime" achieve or exceed sector-specific ESG performance requirements.
- CommScope achieved a "Low Risk" rating in Yahoo Finance's sustainability scorecard, based on the ESG data provided by Sustainalytics, providing an indication of how well we are managing the industry-specific material ESG issues we are exposed to. The ESG rating tells investors the level of risk exposure across key areas that should be factored into investment decisions.
- CommScope improved our score in the latest ESG Risk Report, published by Sustainalytics, a leading independent ESG and corporate governance research, ratings and analytics firm. CommScope was ranked among the top 8% of performers and among the top 5% of companies in the "Communications Equipment" category. More than 15,500 companies were assessed in the latest report, which assesses companies in a variety of areas such as risk management and commitment to sustainability.

We employ diverse risk assessment tools, such as EcoVadis, the Responsible Business Alliance (RBA) Online, and Avetta to identify risks and opportunities for improvement throughout our company's global organization. Our manufacturing sites utilize the RBA-Online self-assessment questionnaire (SAQ) and BSI Entropy™, our primary environment, health and safety risk assessment and management tool, for facility-specific risk assessments, internal monitoring and reporting activities.

In 2023, CommScope continued to achieve recognition for continual improvement. The organization achieved a Gold CSR Medal from EcoVadis with an overall score of 77/100, improving by 10% over 2022's score. All CommScope manufacturing facilities achieved "Low Risk" evaluations through 100% completion of the 2023 RBA SAQ in the RBA-Online platform.

2023 targets and achievements

Governance and ethics goal: Drive corporate responsibility and sustainability in the business

Objectives/targets	Progress
Publish a third-party assured Sustainability Report aligned with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards including Sustainable Development Goals (SDGs)	**ACHIEVED**
Reinforce the Ethics and Compliance training program, targeting a completion rate of more than 95%	**ACHIEVED**
Implement an employee sustainability awareness project	**ACHIEVED**
Reduce GHG emissions across our operations through analysis and, ultimately, adoption of externally approved science-based targets (SBTs) to reduce Scope 1, 2 and 3 GHG emissions	In progress

189
Conducted 189 sustainability assessments and audits in our supply chain

100%
of the targeted employees completed the annual Ethics and Compliance training

ISO
90%
of CommScope's manufacturing facilities certified according to the ISO14001:2015 and ISO45001:2018 standards

AA
AA
Awarded ESG rating of AA by Morgan Stanley Capital International (MSCI) in its MSCI – ESG Rating

8%
Recognized in the top 8% of performers in Sustainalytics ESG Risk Report

19
RBA CSR self-assessments completed with all low-risk facilities

Recognition

Achieved EcoVadis "Gold" CSR rating with overall score of 77/100

Recognized in *Newsweek*'s 2023 and 2024 list of America's Most Responsible Companies

Recognized in *USA Today*'s 2023 list of America's Climate Leaders

Finalist for the Sustainability Award in the Nokia Diamond Awards 2023

First place "Top 10 Cabling Award" from the China Intelligent Building Brand Awards 2023 (20th year running)

Finalist in the DTAG Green Future Best Practice Awards 2023

CommScope assesses key departments and functions to ensure our efforts, including our anti-corruption policies, are sufficient and that potential risks are addressed promptly. CommScope encourages both employees and third parties to report concerns through a variety of mechanisms including the company's hotline CommAlert and ethics@commscope.com. All reports are analyzed, and the company determines whether a formal internal investigation is appropriate. Critical concerns are communicated to the board of directors and reviewed quarterly. In 2023, CommScope's Corporate Ethics and Compliance Officer (or his designee) initiated 115 corporate internal investigations.

CommScope takes remedial and disciplinary measures when appropriate. During 2023, the company closed 149 investigations. Of the 65 closed investigations that merited disciplinary measures, 13 resulted in terminations, 7 in written warnings, and 45 in verbal warnings, training, and/or mandatory counseling.

2.2 Leadership and management

Our dedication to innovative, safe and sustainable business practices is a cornerstone of our company's success. The executive leadership team continues to support our corporate responsibility and sustainability efforts and drive ESG performance improvement across all business segments. Learn more about CommScope's management team here.

In 2023, the ESG goals in our short-term incentive plan for the CEO and Section 16 Officers included a 10% incentive plan tied to two strategic objectives under our CommScope NEXT transformation plan. These included specific ESG performance metrics designed to:

- Reduce GHG emissions across our operations
- Improve our culture of inclusion and improve the attraction, promotion and retention of women in leadership roles

CommScope NEXT is a transformation initiative focused on driving our company's future. It is designed to drive shareholder value through three pillars: profitable growth, operational efficiency and portfolio optimization.

Manager-led conversations—ethics and integrity

The focus on ethics and compliance increased this year with the facilitation of manager-led conversations. Managers throughout the organization were challenged to have conversations on ethics and integrity with their direct reports. In November 2023, there were at least 60 of these conversations—ensuring this important topic was driven into all staff grades across the business.

Our sustainability governance approach

CommScope's board of directors continues to hold ultimate responsibility for ESG policies and practices. The board's three standing committees provide guidance and oversight for different aspects of ESG:

- The Audit Committee oversees the ethics and compliance program and matters relating to ESG disclosures.
- The Nominating and Corporate Governance Committee is responsible for environmental matters and the integration of ESG into governance matters.
- The Compensation Committee oversees our ESG-related compensation incentives and targets as well as our strategies related to diversity, equity, inclusion and well-being.

In addition, management-led teams devise, steer and execute our sustainability strategy. They do this through an exhaustive system of checks and balances that assist in reducing social, environmental, physical and ethical risks. As part of this, CommScope employees continue to play an essential role in the sustainability program by implementing our sustainability actions and initiatives.

Our Sustainability Governance

Level	Description
Board	Ultimate responsibility for ESG policies and practices
Board committees	**Audit Committee:** Ethics and compliance program and ESG disclosures **Nominating and Corporate Governance Committee:** Environmental program and integration of ESG into governance matters **Compensation Committee:** ESG-related compensation incentives and targets
Executive sustainability council	Senior executives provide strategic oversight and executive support for our sustainability program
Ethics, compliance and sustainability teams	Ethics, compliance and sustainability team leaders and specialists, providing subject matter expertise and program management
Support teams	Senior-level cross-functional leaders and local support teams representing our internal functions helping to translate our sustainability strategy into practice
All employees	Support the sustainability program and strategy, provide feedback, comments and suggestions to drive improvement

Ethics and compliance

All CommScope employees must complete Ethics and Compliance training. All new employees must complete this mandatory training within the first 30 days of their employment, and a targeted subset of employees must renew this training annually.

This training raises awareness of significant ethical and compliance risks. The training content is refined based on regulatory developments, industry best practices and employee feedback. We utilize the THRIVE@CommScope learning platform to deliver this training and tailor the training modules to employees' roles.

The annual Ethics and Compliance training included the following modules:

- Ethics and Code of Conduct, including policies governing anti-bribery, anti-corruption and working with third parties, as well as resources for reporting concerns or potential wrongdoing
- Gifts and entertainment—understanding acceptable and unacceptable gifts
- Schedule of authorizations
- Global workplace harassment
- Global data privacy
- Cybersecurity (basic)
- Cybersecurity (phishing and smishing)

At the end of the course, each participant completes a compliance acknowledgement statement, which provides an opportunity to report actual or potential issues.

CommScope's 10,068 non-production employees and the board completed the online training in 2023. Once again, 100% of the targeted group completed the annual Ethics and Compliance course.

CommScope employees have access to global policies as well as regional, country-specific, or facility-specific policies and procedures via the company intranet. These documents are available in all relevant languages. Key policies are also available in the online Document Library on CommScope's website for access by third parties, who are contractually obligated to comply with our company's policies.

Data security and privacy

CommScope understands the importance of data security. In 2023, we continued to build on our strong foundation, further increasing the maturity of our security program.

To further structure our pursuit of these proficiencies, in 2023 we aligned our security program with the NIST Cybersecurity Framework (CSF) and Center for Internet Security (CIS) Top 18 Controls. A leading global consultancy performed a security maturity assessment, which was used as an input into our enterprise risk assessment and plans for further security initiatives.

Cybersecurity threats pose a substantial risk to governments, civil society and commerce worldwide. To prevail, the response to these threats must likewise be collective in nature. To keep current with the threat landscape and promote such a collective defense, CommScope forged new partnerships and expanded our existing ones. Our information-sharing connections with law enforcement, suppliers, customers and other firms continue to increase in number and strength.

The core of our cyber defense is built on culture and controls. Culture, the awareness and engagement of our global workforce in our cyber defense, is promoted by annual cybersecurity training, ongoing employee communications throughout the year, leadership content presented in all-hands meetings, and monthly phishing training and

simulations. Our portfolio of controls continues to expand and mature. In 2023, we focused on areas including Identity & Access Management and Detection & Response, among others. Bridging culture and controls is our annual security tabletop exercise, which includes senior executives and other stakeholders from across the company.

Our data privacy program seeks compliance with all applicable data privacy laws, such as the EU's General Data Protection Regulations (GDPR), the California Consumer Privacy Act and the California Privacy Rights Act. These measures relate to the handling of our employees' and business contacts' personal data, as well as functions where CommScope acts as a data processor for customers. CommScope received no administrative complaints regarding privacy or data protection in 2023.

Despite the measures outlined in this section, in March 2023 we experienced a cyber incident and resulting data breach. CommScope filed reports in all applicable jurisdictions where notification thresholds were met. Our global team collaborated seamlessly with best-in-class external service providers, responding effectively and efficiently to the attack. Because of its limited impact, the attack was deemed not to be material and was briefed to investors on the next occurring quarterly earnings call. The breached data included employee data, which prompted CommScope to proactively notify affected individuals and the pertinent authorities. Industry-standard identity protection and credit monitoring services were made available for those affected.

Information security will continue to be a strategic focus for CommScope. We will continue to enhance and invest in our people, processes, and technology as we pursue our goal of being a best-in-class operator in the technology manufacturing sector.

An assistant general counsel leads our privacy program as part of CommScope's Ethics and Compliance program, which is overseen by the board's Audit Committee. CommScope's Chief Information Security Officer leads the information security function, reports directly to the Chief Information Officer, and regularly updates the Audit Committee of the board of directors.

Artificial intelligence security policy

While most AI systems in the telecommunications industry are currently in their developmental phase, they are anticipated to have a significant impact on the industry. In recognition of this advancement, CommScope has developed and launched our AI Security Policy.

The policy establishes requirements that limit the use of generative AI technologies. The use of such technologies is limited within CommScope with controls and risk assessments implemented to protect CommScope systems and information.

Our AI policy will be reviewed periodically and updated as necessary to address emerging risks, advancements, regulatory changes and best practices as they become available.

2.3 Supplier responsibility

CommScope's supply chain is of vital importance to the smooth running of our operations and to the success of the business. We aim to collaborate with supply chain partners who uphold the highest standards and, in turn, expect CommScope to meet the same high standards. This commitment to good practices and quality is crucial for CommScope to evolve our products and grow in new markets. The backing from our supply chain partners is instrumental in fostering mutually advantageous and enduring relationships, and for adopting and improving sustainable practices.

In 2023, we updated our Supplier Code of Conduct to align our supply chain management program with the requirements of new and evolving sustainability due diligence legislation. Following this update, we have seen 6,230 suppliers, representing 79% of our spend, accept the updated code.

Furthermore, we have taken steps to ensure our supply chain complies with international standards and global regulations pertaining to supply chain sustainability, due diligence and the prevention of forced labor.

We also updated our supplier communications, supplier training and our Supplier Sustainability Survey template used for supplier self-assessments and onsite audits. We mandate that our suppliers include our sustainability requirements in their supplier code of conduct and contractual documents and that they cascade these requirements down their supply chains to include our secondary, tertiary and other tier suppliers.
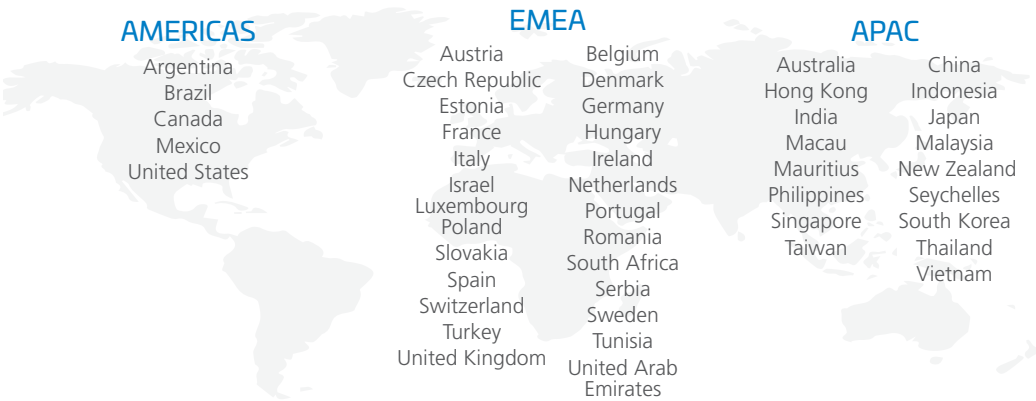
2023 targets and achievements

Supplier responsibility goal: Source responsibly and minimize our supply chain risks

Objectives/targets	Progress
Complete the annual sustainability assessments for 100% in-scope suppliers	**ACHIEVED**
Ensure 100% of RBA "High Risk" suppliers complete a CR audit	**ACHIEVED**
Ensure 100% of CommScope facilities are not rated as "High Risk" during the annual RBA risk assessment review	**ACHIEVED**
Develop Scope 3 supply chain strategy that engages our suppliers in GHG measurement and monitoring	**ACHIEVED**

Our supply chain at a glance

CommScope sources materials and components from a worldwide supplier network. We have approximately 2,500 active direct suppliers and contract manufacturers globally. We source many components from international markets and rely on unaffiliated domestic and international contract manufacturers to produce products or key components. We also have more than 11,000 indirect suppliers in 83 countries and regions, with the highest spend in the U.S., Mexico and Brazil in the Americas region; U.K., Netherlands and Czech Republic in the Europe, Middle East and Africa (EMEA) region; and China, India and Singapore in the Asia-Pacific (APAC) region.

Direct supplier by geographic location

AMERICAS
Argentina
Brazil
Canada
Mexico
United States

EMEA
Austria
Czech Republic
Estonia
France
Italy
Israel
Luxembourg
Poland
Slovakia
Spain
Switzerland
Turkey
United Kingdom

Belgium
Denmark
Germany
Hungary
Ireland
Netherlands
Portugal
Romania
South Africa
Serbia
Sweden
Tunisia
United Arab Emirates

APAC
Australia
Hong Kong
India
Macau
Mauritius
Philippines
Singapore
Taiwan

China
Indonesia
Japan
Malaysia
New Zealand
Seychelles
South Korea
Thailand
Vietnam

In 2023, CommScope had approximately 13,500 direct and indirect suppliers and spent approximately $4.9 billion.

Suppliers by geographic location

Region	% of suppliers
APAC	27%
EMEA	30%
Americas	43%

* Rounded figures

Suppliers by monetary value spend

Region	% of suppliers
APAC	35%
EMEA	11%
Americas	54%

* Rounded figures

Proportion of spending on local direct suppliers

Significant locations of operation	Country	% of local spend	% of local indirect spend
Suzhou CSC	China	99%	96%
Suzhou CSA	China	96%	87%
Goa	India	74%	86%
Brno	Czech Republic	27%	91%
Buchdorf	Germany	63%	86%
Bray	Ireland	4%	56%
Kessel-Lo	Belgium	57%	86%
Malton	United Kingdom	95%	56%
Bodelwyddan (Rhyl)	United Kingdom	27%	86%
Catawba, NC	United States	86%	97%
Claremont, NC	United States	99%	88%
Euless, TX	United States	94%	96%
Pineville, NC	United States	9%	100%
Santa Ana, CA	United States	23%	100%
Reynosa	Mexico	86%	79%
Delicias	Mexico	72%	84%
Tijuana	Mexico	83%	93%
Juarez-Bermudez	Mexico	93%	97%
Juarez - Praderas	Mexico	77%	64%
Manaus	Brazil	-	100%

Local direct supplier: A supplier of raw materials, components or products that is based in the same country as CommScope's manufacturing facility

Significant location of operation: A CommScope manufacturing facility

Awareness of new and upcoming legislative requirements

CommScope is working toward compliance with new regulations to ensure we continue to align with national and international legislation. We are committed to monitoring the progression of these mechanisms to ensure we remain compliant.

Carbon Border Adjustment Mechanism (CBAM)

The EU's Carbon Border Adjustment Mechanism (CBAM) has been introduced to put a price on the carbon emitted during the production of carbon-intensive goods that enter the EU, and to encourage cleaner industrial production in non-EU countries. The gradual introduction of the CBAM is aligned with the phase-out of the allocation of free allowances under the EU Emissions Trading System (ETS) to support the decarbonization of EU industry.

The mechanism entered into application in its transitional phase on October 1, 2023, with the first reporting period for importers ending January 31, 2024. Initially, it applies to imports of certain goods whose production is both carbon intensive and at most significant risk of carbon leakage (including cement, iron and steel, aluminum, fertilizers, electricity and hydrogen).
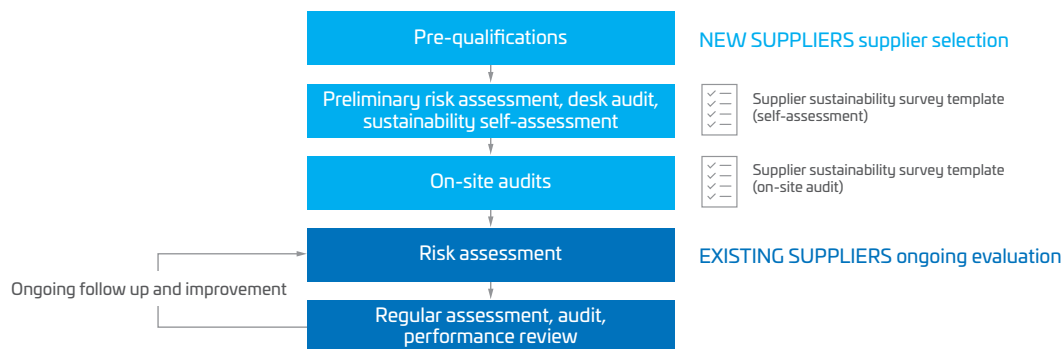
CommScope successfully submitted our first CBAM report in January 2024 and second CBAM report in April 2024 for in-scope goods imported to Europe. In anticipation of the definitive phase of CBAM beginning in December 2025, we are working with suppliers to ensure that all additional requirements for this phase will be met.

Corporate Sustainability Due Diligence Directive (CSDDD)

This directive is designed to promote sustainable and responsible business practices by integrating human rights, environmental considerations and due diligence obligations into the operations and governance of companies. In-scope companies will have to apply due diligence in their operations, subsidiaries and business partners in chains of activities (which covers the upstream business partners and suppliers related to the production of goods or the provision of services by the company, including the design, extraction, sourcing, manufacture, transport and storage; and partially the downstream activities, such as distribution and recycling). In-scope companies will also have to establish a due diligence policy and management system; identify, assess, prevent, mitigate, bring to an end and remediate any actual and potential negative impact on human rights and the environment. In addition, in-scope companies need to adopt and put into effect a transition plan for climate change mitigation, per the global target of limiting global warming to 1.5°C. CommScope is actively monitoring this directive as it moves through the EU legislative process and will ensure we remain compliant if it is accepted.

Supply chain controls

Our rigorous supplier selection process ensures risks are minimized and performance is maximized. Current and prospective suppliers undergo a detailed qualification and evaluation process, shown below. Cost, supplier quality, business continuity standards, compliance with industry corporate social responsibility standards and their capacity to be a secure supplier are assessed throughout the process. In the overall ESG governance framework, supply chain governance is also included. This details the managerial responsibilities which occur at a corporate level, such as the formation of a dedicated supplier responsibility team.

Pre-qualifications → Preliminary risk assessment, desk audit, sustainability self-assessment → On-site audits → Risk assessment → Regular assessment, audit, performance review

NEW SUPPLIERS supplier selection

Supplier sustainability survey template (self-assessment)

Supplier sustainability survey template (on-site audit)

EXISTING SUPPLIERS ongoing evaluation

Ongoing follow up and improvement

The Sourcing Evaluation Team is responsible for supplier engagement, including risk assessments, on-site audits, inspections and reliability monitoring, promoting supply resilience and continued quality.

All suppliers must comply with our Supplier Code of Conduct and our Supplier Quality Manual, which details CommScope's policy-defined expectations. If any deviations from either of these documents are expected, they must be referenced in the individual supplier purchasing agreement.

Completion of our Full Material Disclosure Form by suppliers is also mandatory when reporting parts and materials. For more information, click here.

Our legacy ARRIS business was a full member of the Responsible Business Alliance (RBA) in 2023. To maintain this commitment, all major component and manufacturing suppliers and major service providers for our legacy ARRIS business completed the 2023 RBA Self-Assessment Questionnaire (SAQ). High-risk and strategic suppliers completed the RBA audit in 2023.

In 2023, CommScope conducted 189 supplier audits/onsite assessments. There was one major finding and one minor finding in the freely chosen employment category; both were related to pre-employment health check fees reimbursement timeline. There were no reported incidents of child labor, forced labor, slavery or human trafficking found.

To help our suppliers improve their knowledge of the RBA Code of Conduct, we've conducted virtual training sessions for high-risk and new suppliers using the RBA e-Learning academy and RBA online training sessions. In 2023, 78% of in-scope suppliers improved their RBA Validated Assessment Program (VAP) audit scores after completing the sessions and assessments.

Supply chain sustainability requirements

CommScope's suppliers are required to maintain the highest ethical standards. This includes recognizing environmental impacts and minimizing negative effects on the community, environment and natural resources; upholding the human rights of their workers while treating them with dignity and respect; providing a safe,

healthy working environment to prevent incidents and injuries that may occur during work or as a result of supplier operations; and efficient governance on their operation and value chain.

As part of CommScope's alignment with the RBA, our suppliers must:

- **Adopt and maintain management systems that comply with applicable laws, regulations and customer requirements.** The systems must contain suppliers' sustainability commitments and policies and identify and assign accountability and responsibility.

- **Identify and mitigate operational risks.** The management systems must contain suppliers' sustainability commitments and policies.

- **Create risk assessment and risk management processes and written performance objectives/targets** to improve their sustainability performance.

- **Establish programs for training workers** to implement their policies.

- **Provide worker feedback and grievance mechanisms** to foster continuous improvement.

- **Perform periodic audits and assessments** to ensure compliance.

- **Develop processes for communicating accurate information** about their policies.

- **Implement corrective action processes to ensure timely correction of deficiencies** as well as a supplier responsibility and engagement program to monitor compliance.

CommScope actively encourages our stakeholders, including suppliers and their workers, to ask questions or report concerns. We enforce a strict policy that prohibits any form of retaliation against those who, in good faith, report a concern or suspected misconduct. The company offers a variety of sources to report any grievances or concerns regarding business practices or suspected wrongdoing, including a dedicated hotline (CommAlert), a dedicated web portal and an email account for allegations of wrongdoing (ethics@commscope.com).

Supplier sustainability assessments by region

- 10% EMEA
- 25% AMERICAS
- 65% APAC
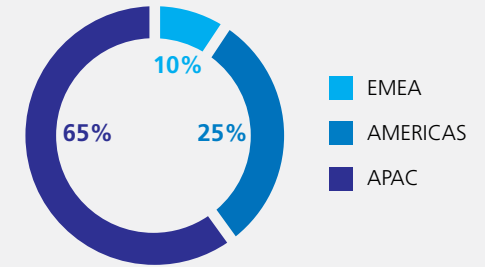
Supplier sustainability assessments by risk level

- 87% LOW RISK
- 11% MEDIUM RISK
- 2% HIGH RISK
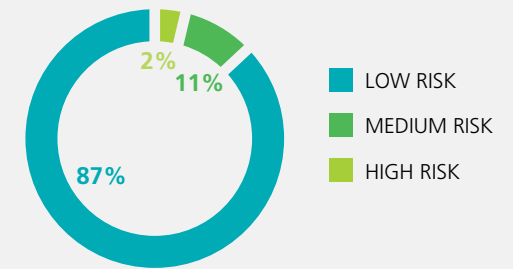
New and existing suppliers reviewed

Americas	48
APAC	122
EMEA	19
Total:	**189**

This year, the top three non-conformances identified during supplier audits/assessments were related to:

- Working hours
- Occupational safety
- Emergency preparedness

Ensuring transparency in our supply chain

The following statements are intended to meet our reporting obligations and describe our efforts to address modern slavery, forced labor, human trafficking and child labor in our operations and our supply chain:

- California Transparency in Supply Chains Act Disclosure
- U.K., Australia and Canada Modern Slavery, Forced Labor and Child Labor Disclosure

CommScope is subject to the U.K. Modern Slavery Act (2015), the Australian Modern Slavery Act 2018 (Cth), and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (S-211). CommScope provides a joint statement to address this legislation, as all CommScope entities around the world apply the same policies and processes, operate in the same sector of information and communications technology (ICT), and have many shared suppliers. Furthermore, as part of our updated Supplier Code of Conduct, we require the provision of a supply chain map for products supplied to CommScope. The map should identify all suppliers and sub-tier suppliers, along with their locations, for the requested products. This is to ensure we are able to efficiently and effectively address emerging and evolving supply chain regulations worldwide.

Supplier diversity

As we extend our presence into new markets and experience growth, we are actively fostering diversity in our supplier relationships. Through our Supplier Diversity program, we aim to cultivate mutually beneficial partnerships with small businesses, as well as those owned by veterans, women and minorities.

CommScope's Supplier Diversity Mission Statement commits CommScope to providing equal access to all suppliers and promoting diversity in our supply base. We aim to develop a diverse business community that contributes to the overall growth and expansion of our market. CommScope offers all businesses—including veteran-, woman- and minority-owned businesses—an opportunity to compete on an equal basis.

If you have specific questions about our Supplier Diversity program, please contact us at SupplierDiversity@commscope.com.

Supply chain GHG emissions

As part of our science-based targets (SBT) project, Scope 3 value chain emissions were estimated to make up ~98% of CommScope's GHG emissions. While in Scope 3, Use of Sold Products (Category 11) and Purchased Goods and Services (Category 1) account for 81% and 13% of the total Scope 3 emissions separately. With customers' power usage switching to renewable energy (Category 11), Purchased Goods and Services (Category 1) emissions reduction becomes more important for GHG reduction within the Scope 3 value chain. Supplier emissions reduction is a critical focus for Category 1, and therefore is an essential part in our science-based targets project.

To have a better understanding of supply chain GHG emissions management status in 2023, we engaged selected suppliers with a GHG emissions survey using the RBA Emission Management Tool (EMT), achieving a 97% response rate. We found most suppliers have GHG emissions measurement and monitoring practices in place, but their GHG management maturity level is varied. In 2024, we will expand the GHG engagement strategy to support suppliers' efforts to improve their GHG management performance.

Supplier training and engagement

CommScope regularly engages with suppliers through various channels to educate and raise awareness. These engagement activities include:

- Online training sessions available on our website for our suppliers to educate and raise awareness of our Supplier Code of Conduct
- Increasing awareness of CommScope's sustainability requirements through conducting sustainability reviews, assessments and inspections at supplier facilities
- Completing frequent executive reviews with our suppliers' leadership teams as well as reviews of supplier sustainability performance and improvement opportunities
- Measuring sustainability performance using a dedicated supplier scorecard
- Coaching and communication with suppliers—specifically, those in high-risk countries and regions
- Leading virtual sustainability training and communication via web meetings and on-site training
- Promoting the use of the RBA training resources by our suppliers
- Providing training materials for our suppliers to support our product compliance and sustainability efforts and informing vendors about our Supplier Specification and Restricted Substance List

Supplier GHG training

Following the supplier engagement survey on GHG emissions, in 2023 we delivered training on GHG emissions management to select suppliers as part of our supplier engagement program. This training provided an overview of:

- CommScope's SBT project
- Sustainability disclosure legislation
- GHG emissions measurement and accounting methodologies
- Setting and monitoring GHG emissions reduction targets
- How to complete our GHG survey

This provided suppliers with information which will support their organizations in reducing emissions.

Secure supply of raw materials

CommScope has established a supply chain that is responsive and robust, ensuring shorter lead times and optimized availability. This was achieved without compromising our consistent standards in materials and construction quality.

The principal raw materials and components that we purchase remain consistent with those procured in previous years, including metals such as copper, steel, aluminum and brass. We also procure silicon, plastics and other polymers and optical fiber. This includes circuit boards and other electronic components. CommScope uses fabricated copper, steel and aluminum to produce antennas, coaxial and twisted-pair cables, and polymers to insulate and protect cables.

The supply and cost of the materials we use are significantly influenced by fluctuations in global demand, supply interruptions and other factors such as commodity inflation, logistics cost increases and certain shortages. In 2023, sanctions have affected the import of some raw materials into Europe, and we will continue to monitor this situation as it evolves. In response, we optimized our global manufacturing and distribution footprint to help us respond quickly to rapidly changing market conditions while maintaining a reliable and responsible supply chain.

Responsible sourcing

A key component of CommScope's supply chain and sustainability commitments is sourcing minerals responsibly, particularly as conflict minerals are necessary in the manufacture of our products. Our due diligence process for conflict minerals is aligned with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, which focuses on transparency over tin, tantalum, tungsten and gold (commonly referred to as the 3TGs) supply chains by creating a process to engage suppliers, assess their due diligence efforts and identify smelters.

We conduct an annual Reasonable Country of Origin Inquiry (RCOI) into the source of any conflict minerals present in our products by collecting data from our suppliers using the industry standard Conflict Minerals Reporting Template (CMRT). Our RCOI includes:

- Identifying in-scope suppliers
- Risk assessment and data collection
- Data evaluation
- Follow-up with suppliers, if needed

Our legacy ARRIS business is a member of the Responsible Minerals Initiative (RMI), which encourages smelters to undergo auditing using the Responsible Minerals Assurance Process (RMAP). This helps identify smelters that can demonstrate—through an independent third-party assessment—that the minerals they procure do not originate from sources that contribute to conflict in the Democratic Republic of Congo (DRC) and adjoining countries and high-risk areas. As a contributing member of the RMI, participating in independent third-party audits and due diligence programs of conflict minerals smelters and refiners, we expect our suppliers to follow the same stringent standard. This includes:

- Complying with Dodd-Frank regulations regarding conflict minerals and providing legally required compliance documentation to CommScope
- Conducting RCOIs to determine the source of tin, tantalum, tungsten and gold (3TGs)
- Avoiding the use of conflict minerals that directly or indirectly finance or benefit illegal armed groups in the covered countries and high-risk areas
- Requiring suppliers that identify high-risk smelters in their supply chain to source materials alternatively

In 2023, we engaged our 207 identified in-scope suppliers and saw a 100% response rate to our RCOI and due diligence process. Robotic Process Automation is used to automate the data collection process for compliance status verification.

Minerals sourcing is taken very seriously at CommScope. We encourage you to review our Conflict Minerals Policy and our Form SD and Conflict Minerals Report for further information.

Social Responsibility

CommScope is committed to advancing the development and expansion of a digital infrastructure that improves the lives of all members of society. With millions of users relying on our products and services every day, we have significant opportunities to provide societal benefits. We strive to make our products as affordable, accessible and inclusive as possible so as many members of society as possible can benefit from their use. Our commitment to bettering people's lives is advanced through our corporate social responsibility (CSR) initiatives, which support a variety of worthy causes each year through donations and various other aid programs.

We prioritize the well-being, health and safety of our employees. We also have multiple programs in place to support our employees' professional training and development. At CommScope, diversity and inclusion is at the core of our values, and we ensure equity is embedded throughout all aspects of our business, from hiring to promotions.

We believe that a happy and healthy workforce is essential to the success of our business and are committed to providing frequent and consistent support to empower our staff to perform their very best, which in turn delivers positive outcomes for all our stakeholders.

Sustainable Development Goals (SDGs)

In 2015, the U.N. adopted the 2030 Agenda for Sustainable Development in member states, identifying 17 **Sustainable Development Goals** (SDGs) that offer a global framework to protect people and the planet. We've identified those SDGs where our company has the greatest opportunity to influence progress. Our most significant contributions are shown in the 2024 SDGs Addendum.

3.1 2023 social responsibility highlights

CommScope made significant strides in social responsibility in 2023, building on the progress made in previous years. Within the company, CommScope has prioritized the training and development of its employees by providing access to a wide range of programs. Whether welcoming new cohorts of early-career professionals, supporting diversity, equity and inclusion (DEI) initiatives or providing meaningful and practical leadership training, CommScope continues to deliver social responsibility excellence.

Externally, CommScope remained committed to supporting charitable causes, donating approximately $780,000 in monetary and non-monetary resources globally. Such causes included disaster relief, educational charities and support for disadvantaged communities.

We are also deeply committed to our mission of supporting the development of digital infrastructure to better people's lives. To further this goal, we are proud to have launched our new HeliARC™ fiber-optic cable solution, which carries numerous social benefits, including promoting universal broadband connectivity to rural and other underserved communities by providing service providers with an economical and fast-deploying infrastructure option designed for the unique challenges associated with remote broadband networks.

In 2023, our social sustainability efforts were recognized by *Forbes* in their list of America's Best Employers by State, where we ranked #42 in North Carolina—in the upper half of all companies listed in the state.

Additionally, CommScope was pleased to receive a five-star ranking on *Newsweek's* America's Greatest Workplaces for Diversity 2024 list and America's Greatest Workplaces for Mental Wellbeing 2024 list.

2023 targets and achievements

Our People Goal: Leverage a collaborative, enabled and agile workforce to deliver business innovation

Objectives/targets	Progress
Activate our purpose, vision, values and CommScope NEXT strategy to drive engagement, innovation and growth	ACHIEVED
Drive positive talent and business outcomes through leadership, culture and positive employee experiences	In progress
Reinforce a diverse and inclusive culture that thrives on innovation and learning to adapt, grow and win	ACHIEVED
Provide meaningful well-being support to enable our employees to flourish in all ways	ACHIEVED
Serve as positive community citizens	ACHIEVED

Achievements

1,500
Our Diversity & Inclusion Business Network (DIBN) now includes more than 1,500 employees worldwide

7.6/10
Awarded an 7.6/10 overall engagement rate by employees in the Pulse Survey

0.31
Achieved a global injury rate of 0.31, 48.33% below the U.S. Occupational Safety and Health Administration's industry rate of 0.6

16
Awarded 16 Frank M. Drendel Community Service Excellence Awards to our community service heroes

4,100
Gave 4,100 STAR Awards to employees for unique and exceptional achievements

270
RISE for early-in-career talent has more than 270 members

~$780k
Made ~$780k in charitable donations

Named in *Forbes'* America's Best Employers by State List 2023

Received a five-star ranking on *Newsweek's* America's Greatest Workplaces for Diversity 2024 list and America's Greatest Workplaces for Mental Wellbeing 2024 list

3.1 Education, training and development life cycle

Human capital development

Internal training solution—Thrive@CommScope

Since its launch in 2021, CommScope's internal digital learning platform, THRIVE@ CommScope, has been a great success. The platform hosts more than 30,000 accessible pieces of learning content, and each day new content is added, including articles, videos, book summaries and training courses. In addition to company-curated learning pathways and monthly campaigns, algorithms within the platform personalize suggested content based on users' skills and interests.

THRIVE also works as a social platform, where employees can share knowledge and connect with internal experts. Full-time, salaried employees who have CommScope-provided mobile devices can access THRIVE through an app, enabling them to engage with learning content anytime, anywhere. In 2023, more than 10,500 CommScope employees used THRIVE, where they viewed 92,000 pieces of content and completed 29,770 micro and meso training courses. Top courses taken by employees centered on performance management, personal branding and technical/safety training.

External training solution—CommScope University and CommScope Infrastructure Academy

CommScope University is an internal platform created to further develop the skills of our employees. Through it, employees can receive training related to professional certification, technical, product and sales enablement training. The learning platform is available to all employees, partners and customers through their "My CommScope" homepage.

CommScope University is also the online training application for the ISO 9001 and TL9000 compliance courses. This includes training for all corporate, segments and business units Quality Management System procedures.

Further learning opportunities are provided via the CommScope Infrastructure Academy, which offers flexible online courses for network installers, technicians, engineers and integrators. Upon the successful completion of these courses, employees receive formal certifications. Available courses cover topics such as the latest wired, wireless, wireline and fiber-optic technologies, including innovative brands like ADC®, NETCONNECT®, Andrew®, KRONE® and SYSTIMAX®.

Leadership development

CommScope offers a range of leadership programs to help its employees develop their skills and advance their careers. These programs include:

- **uLEAD**, a self-directed digital training program that enables employees to learn management essentials at their own pace.
- **Connector Manager**, a facilitated program that provides practical tools and resources to help managers lead their teams more effectively and sustainably.
- **GM Accelerate**, a senior leadership program developed in partnership with the University of North Carolina's Kenan-Flagler's Business School at Chapel Hill (UNC). GM Accelerate is a six-month program that features in-person and virtual learning experiences, collaborative learning, business simulations, case studies reviews and action learning work with senior leadership sponsors. Participants receive coaching and feedback and participate in guided discussions led by UNC faculty and CommScope subject matter experts. In 2023, two cohorts (50 people) graduated from the program, and another cohort is expected to launch in late 2024.

Connector Manager training

The Connector Manager is a three-part training program based on extensive research about what the best managers do to coach and develop their employees. Each part of the program focuses on one of the three connections that successful managers proficiently develop: employee, team and organization. Research shows that managers who leverage all three areas can enable higher performance of their employees by as much as 45%.

PART 1	PART 2	PART 3
The employee connection	The team connection	The organization connection
Diagnosis with direction	**Flexible and cohesive teaming**	**Organizational advocacy**
Participants learn how to ask powerful questions and follow up with concrete actions	Participants learn how to assess and monitor the health and cohesion of their teams over time	Participants learn how to advocate for their employees' personal and professional growth

The facilitated training program is offered in three parts from September 2023 to March 2024. Each part includes a two-hour facilitated learning session and access to a toolkit of practical templates and guides. 185 managers participated in Connector Manager (Part 1) training sessions, and 90% would strongly recommend the training to a colleague. Connector Manager (Part 2) training sessions are currently underway and are being similarly well received.

Leadership engagement and collaboration

Each quarter, town hall meetings are held to provide company-wide updates. In 2023, these were attended live by an average of more than 7,800 employees. A substantial additional portion of our employee population also watches the recordings. Further engagement with leadership occurs through round-table events and interactions with line managers. Our Pulse Survey is used as an important measure of employee engagement and provides the company with an insight as to how they experience our values.

Attracting and retaining talent

Our Talent Acquisition team works hard to attract and retain talent from a diverse range of backgrounds, as we have found that a more diverse and inclusive team is capable of generating more creative ideas and solutions to challenges we encounter.

The team is continuously looking to improve the recruitment process and is aided in this goal by the recent development of a new applicant and candidate survey, allowing us to identify the aspects of our recruitment process that are perceived to be beneficial to candidates, as well as those areas in which we can further improve. We have diligently taken action in the areas identified in the previous survey as opportunities to improve and have since improved our performance in these areas.

The latest survey has enabled us to identify that further improvements in the process need to focus on clearly setting expectations and explaining the job requirements in our hiring process. In 2023, overall candidate satisfaction with our recruitment process was 4.37 out of 5, an improvement over the prior year.

One of our major 2023 Talent Acquisition projects focused on process optimization, based on feedback from candidates and hiring managers. As a result of the feedback received, we've streamlined several elements of our hiring process and simplified our communication practices. We also implemented a new digital recruitment tool called "Ali," a conversational AI chatbot available on our CommScope Careers page. Ali enables candidates to find job opportunities, ask common applicant questions and learn more about the company. Ali also provides instant, automated scheduling at certain steps of the recruiting process. This is an exciting start to a new generation of technology for CommScope within the Talent Acquisition space.

Manager JumpStart

Our global onboarding program, Welcome to CommScope, has been in place since 2018. During 2023, we added a role-specific onboarding platform for newly hired or promoted people managers called Manager JumpStart, an online resource for quick access to tools and information that support their success. This platform provides practical advice to understand administrative topics and to connect to more detailed resources available on the company's intranet. Areas of focus are along the employee life cycle from hiring to separation, but it also includes helpful information from other company departments, which are relevant to know in the first three to six months in a new role.

Manager Jumpstart Objectives

Clarity of Expectation
set clear expectations about duties, objectives, and performance indicators

Effective Leadership
provide resources to develop leadership skills and finding information quickly

Teambuilding & Collaboration
emphasize the importance of fostering a collaborative and inclusive work culture

Retention & Development
supports managers with development, performance and coaching practice

Management Consistency
ensures consistency in management practices across the organization

Pulse Survey

In November 2023, CommScope conducted its annual engagement survey, the Pulse Survey, to gather insights into employee engagement and experience with company values. From it, we identify key strengths, as well as opportunities for improvement, to make CommScope an even better company and place to work. Recognizing the impact of organizational changes this past year, we anticipated a decline in overall scores. However, employee feedback is invaluable as we look to the future, placing significance on the fact that our overall response rate remained strong at 68%.

Engagement
Scores are averages based on the level of agreement on a scale of 0-10.

7.6
Overall Engagement Rate
Salaried 7.6 (↓0.7)
Hourly 7.6 (↓0.3)

1 Pride - I am proud to work for CommScope.
Salaried 7.3 (↓0.9)　Hourly 7.6 (↓0.3)

2 Intent to Stay - I intend to stay with CommScope for at least the next 12 months.
Salaried 7.8 (↓0.7)　Hourly 8.0 (↓0.4)

3 Satisfaction - I enjoy my work and being part of CommScope.
Salaried 7.8 (↓0.5)　Hourly 7.8 (↓0.4)

4 Feeling Heard - Sufficient effort is made to get the thoughts and opinions of employees.
Salaried 7.1 (↓0.7)　Hourly 6.5 (↓0.3)

A smooth onboarding process is also critical for the acquisition and general well-being of talented employees. We continue to provide each new employee with a Welcome Coach, who is responsible for supporting the new starter throughout the first three months as an employee. Coaches are responsible for outlining the company values and processes as well as answering any other general queries about the company. As of 2023, there were more than 340 CommScope Welcome Coaches globally.

The program is very popular among new starters, as evidenced by results of the onboarding survey. In 2023, the new employee satisfaction rate was an average of 8.6 out of 10, while the hiring manager rating was 8.7 out of 10. Further detailed onboarding information is provided on our intranet platform.

Investment in the future

The Graduate Rotational Program (GRP), an initiative to hire and train the next generation of talented workers, was launched in 2022. The program is two years long and the first cohort is due to graduate in 2024. In 2023, we continued the program and welcome a new cohort, which is due to graduate in 2025. During the course, employees gain a wide range of experience across different teams and projects important to the success of the business. In the past year, the GRP took on three new participants. While the program remains geographically limited to the U.S., expansion plans are being developed.

In 2023, we welcomed 121 college students to our ongoing internship and co-op program, which provides students with a valuable opportunity to professionally develop and gain experience in their fields of study, including engineering, marketing and IT. The students also participate in workshops, networking events and an executive speaker series. At the end of the program, students receive feedback and career advice. The program also gives us at CommScope a chance to identify high-potential students and prepare employment opportunities after graduation.

A strong commitment to diversity, equality and inclusion is essential to the success of CommScope, which is why it has been an important part of our CSR approach for many years. CommScope has more than 26,000 employees located in 51 countries. We benefit enormously from the diversity of our workforce through international collaboration that leverages improved idea generation and problem-solving abilities, which in turn benefit all of our stakeholder groups.

Our commitment to fairness and equity is visible throughout all our operations. We are compliant with the legal requirements of every region where we operate and are dedicated to creating a work environment in which all employees feel valued, included and treated with respect. All decisions, especially those related to hiring, pay and promotions, are based solely on the candidate's competency and are not influenced by personal characteristics, except when local law requires affirmative action.

Measuring inclusion—the degree to which employees feel valued, respected and supported within their organization—is an important aspect of DEI efforts. Inclusive environments foster a sense of belonging and psychological safety, which can lead to increased employee engagement, productivity and innovation. It is a key factor in retaining diverse talent and promoting equitable outcomes. By prioritizing inclusion, CommScope reinforces its culture that values and leverages the unique perspectives and experiences of all employees. We believe this can ultimately lead to better business outcomes. During our 2023 Pulse Survey, we asked all our employees questions to help measure inclusion and are pleased that we scored well in all factors that contribute to inclusion. We are happy to report our employees view CommScope as having an inclusive culture, evidenced by the overall scores in categories related to this topic. All scores are out of 10.

- Fair treatment: 7.05
- Belonging: 8.43
- Integrating differences: 8.40
- Decision making: 8.3
- Psychological safety: 8.4
- Trust: 8.5

Fresh Out Sales program

2023 was the second year of our Fresh Out Sales program, which is a sales development course available for recent graduates and early career professionals. The course covers both product and sales training and includes interactive workshops. After completing the course, graduates take up field sales roles across the U.S. in our Building and Data Center Connectivity (BDCC) and RUCKUS Networks businesses. These units saw 16 participants graduate to field sales in 2023. The program was expanded in 2023 with an additional six candidates joining the Network Cable and Connectivity (NCC) business. Further expansion plans to accommodate new participants are under review for 2024.

Diversity on campus

We have continued to improve and expand our diversity recruiting efforts on campuses. Previously, we conducted a study of U.S. schools that have diverse student populations in degree programs that align with the jobs for which we typically hire. Using the findings, we have been better able to determine which programs and student organizations to work with in order to attract diverse students to our intern and co-op programs. This allowed us to continue to increase representation in both ethnic diversity and female hires in our intern program in the U.S. in 2023. We plan to continue these efforts in 2024.

3.3 Diversity, Equity and Inclusion

CommScope's Diversity & Inclusion Business Network (DIBN)

CommScope's Diversity & Inclusion Business Network (DIBN) was established in 2020 and has more than 1,500 employees and 70 ambassadors. The network provides a platform to celebrate the diverse experiences and perspectives of CommScope's global team and offers special programming to its members. The network also provides opportunities to early career professionals through the RISE program, which currently has 270 members.

Members also have access to the DIBN portal, which provides information on upcoming events and provides networking opportunities. The DIBN is governed by 12 employees who make up the Leadership Council, which is led by two co-chairs. The network also has numerous ambassadors who are responsible for the organization of events on a more local level. The DIBN is sponsored by Robyn Mingle, CommScope's Senior Vice President and Chief Human Resources officer.

In the U.S., CommScope has established affirmative action programs to support our commitment to equal employment opportunities. Our commitments include actions to promote the advancement of minorities, women, persons with disabilities and veterans. Responsibility for the effective implementation of these programs falls to the U.S. Human Resources teams. They provide progress updates to our Senior Vice President, Chief Human Resource Officer and Equal Employment Opportunity Officer Robyn Mingle.

2023 DIBN highlights/priorities

- Successfully launched Career Connect Program—149 participants in the first year of this mentoring program
- Delivered four programming events, including:
  - Prospective series with Leigh Wosard discussing personal brand
  - DIBN@Work—intentional inclusion
  - Resilience through changing times with L. D. Bennett, Ph.D.
  - Wellness workshop with Dorinda Farver
- Organized membership events—Six peer discussions following programming event topics
- Trained hourly workforce in the U.S., Mexico, India and the Czech Republic; More than 16,000 employees trained/participated in 2022/2023, constituting 14,782 training hours with 145 trainers
- RISE—Several local events throughout the year as well as a lunch-and-learn session with Upendra Pingle, SVP, Intelligent Cell Networks

Advancing women's leadership

In 2023, CommScope remained dedicated to the advancement of women's leadership. At our Praderas plant, we have continued our CREA Committee women in leadership initiative, which seeks to strengthen the professional, social and community skills for women in leadership.

In 2023, CommScope's Nikita Kandath was awarded the Nomi M. Bergman Fellowship through the Women in Cable Telecommunications (WICT) network, an organization that aims to empower women in media, entertainment and technology. The award recognizes the efforts of a high-potential woman in technology and grants the winner a membership to the WICT Network's resources and programs, which include conferences and events. Nikita serves as WICT's Deputy Chair of Marketing & Communication, where she is responsible for creating, managing and executing marketing strategies.

CommScope's Janine Bowling of the ANS segment was awarded the Be Fearless Award for Allyship from her local WICT Southeast chapter. Each year, WICT awards members in their Tech It Out conference who inspire members, peers and their workplaces to champion the advancement of women in media, entertainment and technology. Bowling was selected along with a fellow chapter member for her commitment to allyship.

DIBN@Work webinars: opportunities for employees to network, learn and lead

CommScope understands that organizations with a more diverse workforce can be more innovative and are often more successful. Because of this, we actively promote a diverse culture that aims to make all employees feel welcome. As part of this push, we recently introduced the DIBN@Work webinar series, which provides quarterly opportunities for employees to attend sessions and engage in conversations covering topics such as:

- Taking control of your career story
- Resilience through changing times
- Intentional inclusion in a distributed work environment
- Embodied leadership

DIBN@Work has again proven to be popular among our employees, with the content being viewed more than 1,500 times in 2023.

This year, we expanded the training for our hourly workforce to our manufacturing plants in Bermudez, Delicias, and Tijuana, totaling 13,716 hours of training, 507 sessions and 52 trainers. Our goal was to reach approximately 9,000 of our front-line workers and we achieved 16,007. Topics covered included:

- Introduction to DEI
- Inclusion starts with me
- Unconscious bias at work
- 3 ways to be a better ally at work

Celebrating diversity

We celebrate diversity by engaging employees and their families all year round:

- February: Black History Month celebration in the U.S.
- March: International Women's Day recognition worldwide
- April: A month-long Earth Day celebration worldwide
- April: Children's Day in Mexico celebration enjoyed by families at our Mexican facilities
- May: Mother's Day celebration in the U.S. and Mexico
- June: Pride Month to honor and celebrate the LGBTQ+ community across the world
- June: Juneteenth commemoration in the U.S.
- October: Global Diversity Awareness Month observed worldwide
- November: Diwali celebrated by our employees in India and around the world. Veteran's Day in the U.S. and Remembrance Day in the Commonwealth

Innovating for inclusivity

Digital access and inclusion

As a telecommunications company, CommScope is dedicated to increasing the number of people who have access to the internet, and to improving the quality of internet access for those who do have access. Connectivity is essential for economic growth as well as providing opportunities for career development and improving quality of life, yet many lack even basic access to reliable connectivity.

The challenge has been recognized by governments worldwide, which are increasingly providing funding to support the rollout of new technologies to underserved communities and members of society. As a leader in this sector, CommScope is committed to continued collaboration with government agencies to help bridge the digital divide and actively contribute to providing a more connected society.

Fiber-optic rollout to support universal broadband

In 2023, we announced the expansion of our fiber-optic cable production, accelerating the rollout of broadband across the U.S. This expansion will bring a host of social benefits, including:

- Better connecting rural communities and underserved areas
- Providing at least 250 employment opportunities over the next five years—90% of which won't require a college degree
- Bolstering domestic production, contributing to the federal government's initiative of a more national supply chain
- An investment of $47 million towards expanding fiber-optic production, focusing predominantly on rural applications
- Contribution to CommScope's "Broadband for Everyone" initiative

The new HeliARC fiber-optic lines are projected to support 500,000 passed homes a year in fiber-to-the-home (FTTH) deployments. HeliARC is a smaller, lighter cable, allowing for faster installation, lower deployment costs and reduced shipping volume. This new technology also contributes to our environmental goals in the form of lower transport emissions.

Erasing the digital divide

The Federal Communications Commission's Rural Digital Opportunity Fund (RDOF) broadband initiative continued through 2023. The fund is used by telecom providers to improve connectivity for underserved communities.

Supporting RDOF's goal to reduce the digital divide in rural communities across America, CommScope shipped almost 1.1 million units of fiber-optic splice closures (FOSC) since 2020. 23.6% of these units shipped in 2023.

Our products also enable those in education to be flexible in their learning, both in-person or online in real time. This flexibility allows for self-paced learning, making it significantly easier to balance education with personal commitments or challenges faced by students. Lectures can be recorded and stored online to be viewed at a more convenient time. The successful deployment of this technology has assisted many schools and students, and as such, we are committed to further expansion.

Community involvement

CommScope proudly continues its commitment to provide talent, time and corporate funding to communities around the world. CommScope contributed approximately $780,000 to a variety of charitable organizations and causes in 2023 to help communities in need and promote educational programs for students. CommScope's passion and commitment to create positive impact on global communities and help promote social change inspires our employees to help make a genuine difference for others.

The Frank M. Drendel Community Service Excellence Awards

The Frank M. Drendel Community Service Excellence Awards recognize the most significant community service efforts made by CommScope employees. Each year, multiple awards are given out based on different categories, and each award includes a $1,000 donation to the winner's charity of choice.

In 2023, 16 employees were selected to receive The Frank M. Drendel Community Service Excellence Award. These community service heroes support a wide range of community initiatives, which include addressing food insecurity, aiding veterans, assisting local school children and saving wildlife from imminent harm.

United Way

At the local level, CommScope renewed its U.S. and Mexico United Way campaigns for 2023. This annual giving program is the cornerstone of CommScope's signature charitable activities. For every dollar an employee donates to an eligible United Way organization, CommScope provided a 50% match. In 2023, the initiative generated ~$115,000. These valuable funds will help support more than 220 United Way charities in many of the communities in which CommScope operates.

World Central Kitchen for Syria and Turkey

In February 2023, powerful earthquakes devastated communities in North Syria and Turkey. CommScope deployed a matching gifts campaign to support those affected by the earthquakes. With the generous contributions from CommScope employees and the company match, a total of $82,765 was raised and donated to World Central Kitchen to help them provide meals and food kits to families and first responders in both countries.

Global CSR contributions

Donations in 2023 included:

- $11,300 to the Akanksha Charitable Trust for rural library development

- $3,500 to the Government Higher Primary School in the Ramanagara district to help supply the computer lab with necessary equipment

- $57,000 to the Prime Minister's National Relief Fund in India, which supports education for underprivileged children from economically disadvantaged sections of society

- $7,500 to SEVABHARATHI to purchase items such as wheelchairs for disabled individuals dealing with spinal cord injuries

- $24,000 to the SURABHI FOUNDATION TRUST to provide basic school kits for 2,400 students in various schools in Bangalore, Mysuru, Ramanagara, Shivamogga, Tumakuru and Dakshin Kannada

Compassion India CSR Team changes lives with compassion

In December 2023, the CSR team in Bangalore partnered with **NGO Seva Bharathi's medical outreach program** to provide $7,500 in free medical services to low-income people and people in remote areas. CommScope employees distributed 15 wheelchairs, 10 water beds, 6 commode wheelchairs, 20 medical kits, 50 self-care kits, and 5 sugar dressing kits to improve quality of life for patients, including spinal cord injury patients.

YMCA

CommScope made a six-year pledge to the YMCA of Catawba Valley in North Carolina. They are working on improving two facilities to better serve the community. CommScope's partnership with the YMCA helps area families live healthier, safer and more productive lives. In 2023, the construction phase at the Adrian L. Shuford Jr. YMCA was completed.

Product donations

To assist global communities and charities in need, a variety of product donations (e.g., laptops, furniture, office equipment, cable and switches) were given to various organizations which included multiple schools and learning centers, a camp for children with cerebral palsy, a battered women's shelter, a community theater and a community gathering space dedicated to uplifting and uniting multigenerational community members.

Other community involvement activities

- Our Juarez facilities donated more than 800 kg of food to United Way Chihuahua in support of the civil association Food Bank of Ciudad Juarez, Mexico.
- Our employees in our Dubai, United Arab Emirates office collected food and supply donations for the earthquake victims in Turkey and Syria.
- Employees of Brno, Czech Republic plant regularly donate blood. Together, 57 employees have donated more than 84 liters of blood to save the lives of others.

How our products affect end users and consumers

The telecom technology is constantly evolving. In recent years, there has been substantial investment in 5G wireless technology and 10G wired broadband. While still in their relative infancy, the benefits of these technologies are beginning to become noticeable. Improvements include greater connection speed, capacity, reliability, reach and efficiency. Multigigabit speeds, network virtualization, automation and software-defined networks are emerging in today's networks.

These advancements are essential to future smart homes and cities. The future of cellular networks may be more deeply enmeshed with Wi-Fi and, to prepare for this, CommScope's fiber-optic and wireless solutions have been designed to connect to buildings and people both indoors and out. CommScope continues to be at the forefront of these technological developments with the goal of better connecting end users.

Quality Management System (QMS)

CommScope is a high-quality provider of communication network products and services that strives to exceed customer expectations. CommScope's production and design facilities are certified to either ISO 9001 or TL 9000 standards.

CommScope accomplishes this through continual improvement in customer service, supplier relationships and our business continuity and quality management systems. Quality is the responsibility of every employee.

The Quality Management System (QMS) serves as the governing principle for CommScope in our pursuit of quality, excellence and customer satisfaction with our products and services. The company has established, documented, and implemented a QMS to maintain and continually improve our effectiveness in accordance with the requirements of the International Quality Standards ISO 9001 or TL 9000.

The QMS includes:

- Quality management system processes
- Interdependencies between processes
- Effective methods of process control assurance
- Availability of resources to run the system
- Taking necessary actions to achieve planned results
- Monitoring, measuring and analyzing these processes
- Continual improvement

Key characteristics of the QMS:

- High-level policies are defined
- Business processes are documented effectively
- Record storage locations and retention periods are identified
- Key metrics are reviewed by metric owners, core and leadership teams
- Continual improvement plans are used to drive metrics to target goals
- Corrective and Preventive Action (CAPA) system utilized to address non-conformities and opportunities for improvement

In 2023, we didn't recall any products due to safety issues. One non-recall issue was identified in the OWN business segment and the impacted products were replaced under warranty (the identified problem was related to overcoming the technology challenge regarding RF path and electronic control unit (smart bias tee) high power immunity. There were no other significant quality-related recalls for products from any other business segment.

3.4 Rewards and benefits

Total rewards

CommScope recognizes the importance of providing a comprehensive package of pay and benefits to our employees. Multiple checks, including regional benchmarking, are used to ensure that the pay and benefits offered by the company remain competitive and substantial. Recognition and rewards programs are in place to acknowledge and appreciate employees' contributions, fostering a positive work environment.

Pay equity

Fair and competitive pay is a high priority at CommScope, emphasizing the importance of attracting and retaining skilled employees. The company takes a pay-for-performance approach, linking compensation to individual and overall organizational performance. Pay equity assessments are conducted to ensure that compensation is fair and unbiased. This involves considering factors such as performance and experience to maintain consistency across different regions. Importantly, the commitment to pay equity extends to avoiding any influence from factors like race, gender or disability, which promotes a diverse and inclusive work culture.

Compensation

Compensation plans are designed to align with and support CommScope's overall business plan and strategy. Our emphasis on attracting, engaging and motivating employees finds expression in our strategic approach to human capital management. This approach helps ensure that employees receive compensation that is in line with industry standards and the cost of living in their respective locations.

Incentive programs are tied to both superior employee and company performance, reinforcing our pay-for-performance culture. Variable (incentive) pay increases with job level, reflecting the varying levels of influence each job has on short- and long-term results.

Eligibility for the Annual Incentive Plan (AIP) and the Long-Term Incentive Plan (LTIP) is based on job level and market competitiveness. Linking incentives to both short-term and long-term results aligns employee interests with the company's strategic goals.

Benefits

The benefits we provide are aligned with the market we operate in at a country-specific level. We take extra care to ensure our benefits are comprehensive by conducting periodic reviews against proprietary market data. Our benefits include medical insurance plans, life/disability and accident insurance coverage, retirement benefits and locally applicable benefits. In 2023, we again made noteworthy progress in aligning the benefits we provide across different countries and will continue to expand on the number of countries aligned throughout 2024.

Recognition and reward programs

Award	Description
STAR Awards	Employees receive cash STAR Awards and certificates for unique and exceptional achievements that support CommScope's values. We awarded more than 4,100 STARs valued at $1.2 million in 2023.
Inventor Incentive Awards	These awards recognize engineers and technologists who submit patentable inventions on CommScope's behalf. Each eligible inventor receives monetary compensation at the time of filing and again at issuance. In addition, Lifetime Achievement Awards may be given, which provides additional patent compensation. Approximately 550 employees received more than 1,100 awards in 2023 (Q1, Q2 and Q3; Q4 awards were fulfilled in 2024).
Lifetime Achievement Awards	The Lifetime Achievement Awards recognize innovators who accumulate 10 (and later 25) qualifying inventions with at least one qualifying patent grant for each invention. Twenty-eight employees received awards in 2023 so far (Q1, Q2, and Q3; Q4 awards were fulfilled in 2024).
The Vacation Service Awards	All U.S. employees who had a five-year service anniversary on or after January 1, 2020, received an additional two weeks' vacation for the year for every five-year employment anniversary milestone (i.e., 5th year, 10th year, etc.). The extra two weeks were allocated to 596 CommScope U.S. employees in 2023. Employees become eligible on a recurring basis at every five-year milestone (5 years, 10 years, 15 years, etc.).
Frank M. Drendel Community Service Excellence Awards	This annual program is our way of recognizing and rewarding our community service heroes. We select multiple winners and donate $1,000 to each employee's designated charity. All community service efforts are eligible, including those from individuals or groups that involve CommScope employees. We provided 16 awards in 2023.
Winning with CommScope NEXT Incentive	AIP bonuses incorporate strategic objectives linked to achieving Winning with CommScope NEXT objectives.

3.5 Well-being, health and safety

Employee well-being

The well-being of our employees is fundamental to the success of the business. We understand that well-being has both physical and mental aspects, and, as such, we work hard to provide multidimensional well-being resources to both our employees and their families.

CommScope's well-being program is comprehensive and, in 2023, it was expanded to include non-U.S. employees by providing topical local information suggested by local HR representatives. We are committed to improving the health and well-being of our employees by:

- Adopting best practices that can decrease high-risk health factors
- Reducing the cost of health care
- Promoting activities that encourage healthy, productive employment
- Providing education about our programs and services
- Sharing employee success stories
- Evaluating our success to better address future employees' health care needs

Our well-being program, "Good for You," aims to promote healthy decisions and healthy lives of our employees and their families. It consists of multiple elements which provide physical, emotional, legal and financial well-being resources.

We recognize that everyone's situation is unique. Using the results of our employee engagement efforts as guidance, we made informed decisions to organize meaningful activities for employees. One example is our weekly Wellness Wednesday events, which involve an average of more than 73 U.S. employees who participate in sessions focused on health and financial well-being topics. These events were regionally expanded in 2023 and engaged an average of more than 193 employees globally. These programs are managed and administered by a benefits and well-being specialist.

2023 well-being program

Accolade provides personalized support to U.S. employees' and their families' health and benefits needs, including finding a new doctor, resolving claims issues, understanding their benefits, consulting with nurses.

On-site health clinics at some manufacturing facilities provide preventive care, disease management, prescriptions and care for chronic conditions like diabetes and hypertension.

Well-being ambassadors promote and support healthy living by encouraging employee participation in the well-being program, on-site fitness activities, medical screenings and health coaching services, among other health and well-being initiatives.

On-site fitness centers ensure employee health. COVID-19 has meant we can't take full advantage of our health resources, but sites remain operational in accordance with the government's guidance on gyms and fitness centers.

GuidanceResources is an employee support program, created with the intention of assisting employees with issues such as bereavement, substance abuse, anxiety and childcare. The program provides information, toolkits and guidance in four main areas: financial guidance, legal assistance, work life balance, counseling.

Annual biometrics screening and vaccines are available because CommScope partners with third-party service providers to offer on-site biometric screenings, flu shots and vaccines for essential workers in multiple facilities around the world.

Dario is a personalized digital care solution that helps people with prediabetes and diabetes on their path to living healthier. Available to U.S. employees, Dario is a no-cost, all-in-one glucometer with test strips and lancets with a mobile app that reviews your health data.

The 5AM Club in Bangalore, India, gives CommScope employees a chance to take advantage of mindfulness, exercise and personal growth. We encourage employees to make an early start by sharing their experiences on the 5AM Club platform and fostering wider self-improvement.

Counseling services allow all global employees to access up to five free sessions with a certified professional to discuss topics such as working from home, parenting and maintaining the well-being of the whole family.

HR Digest Newsletter supplies tools and resources to help employees adapt to the new working environment. These tools include forums, events, articles and guidance under the heading of "Live Well, Work Well and Lead Well."

Legal resources provide employees with the means to understand legal topics, whether they're facing a current challenge or are simply interested in learning more about specific laws.

Accolade 2nd.MD (second opinion program): At no additional cost, U.S. employees and their dependents can receive a medical second opinion for musculoskeletal (MSK) issues such as back, knee, hip, or joint pain if they are enrolled in one of the CommScope UMR medical plans. A second opinion makes a better-informed patient and may help that patient avoid unnecessary procedures like surgery, when an alternative approach may offer a more effective solution.

Sword Health (physical therapy program): A digital physical therapy program designed to help UMR medical plan members overcome their back, joint, or muscle pain—at home—at no additional cost to the U.S. medical plan member. Combining physical therapists with easy-to-use and convenient technology, Sword has developed an effective alternative physical therapy solution for members age 13+. Sword can help address joint or muscle pain for your back, shoulder, neck, hip, knee, elbow, ankle, wrist, and pelvis with this new solution.

Employee health and safety

CommScope takes a proactive approach to health, safety and well-being. These pillars are essential for the successful operation of our business and for the environment in which we work, whether it's in our facilities, at home or on the move. This is why we are proud to report that, in 2023, all of our manufacturing, administration, research and development (R&D) facilities, warehouses and distribution centers operate a health and safety (H&S) management system aligned with the requirements of the ISO 45001:2018 international standard for occupational health and safety management system; 90% of our manufacturing facilities have the ISO 45001 certification. The Sales offices are not included in the program because of small footprint, headcount and limited resources. All workers in manufacturing, administration, research and development (R&D) facilities, warehouses and distribution centers are included in our H&S program.

Our EHS management system is of paramount importance as it outlines processes and practices necessary for keeping our employees safe. Key aspects of the system include the setting of objectives and targets, providing necessary resources and creating a comprehensive well-being and benefits program. Continual improvement is an important aspect of the system and, as such, we are dedicated to constantly looking for ways to encourage ongoing improvement as we continue to unlock the greatest potential for our employees. Further information related to our EHS management system can be found on our website.

Safety is a top priority at CommScope. Employees from the Delicias, Mexico facility celebrated the milestone of going 1,500 days without any major incidents or accidents in July 2023.

Safety excellence and safety culture

Our approach to safety is outlined using our Safety Excellence Roadmap (SER), an internally-designed framework for the continuous improvement of our safety performance. This framework consists of six key areas of concern that have been selected based on a thorough analysis of our past incidents. This way, we expect to positively impact the injury rate, a lagging safety KPI.

- Machine safeguarding
- Ergonomics
- Warehouse and powered industrial vehicle (PIV) safety
- Safety culture and leadership
- Occupational health and safety risk
- Compliance management

In late 2022 and early 2023, we reviewed this framework—considering achievements and challenges as well as changing circumstances in the previous three years. As a result of the review and upon consultation with sites in scope, we have introduced a new, streamlined SER framework.
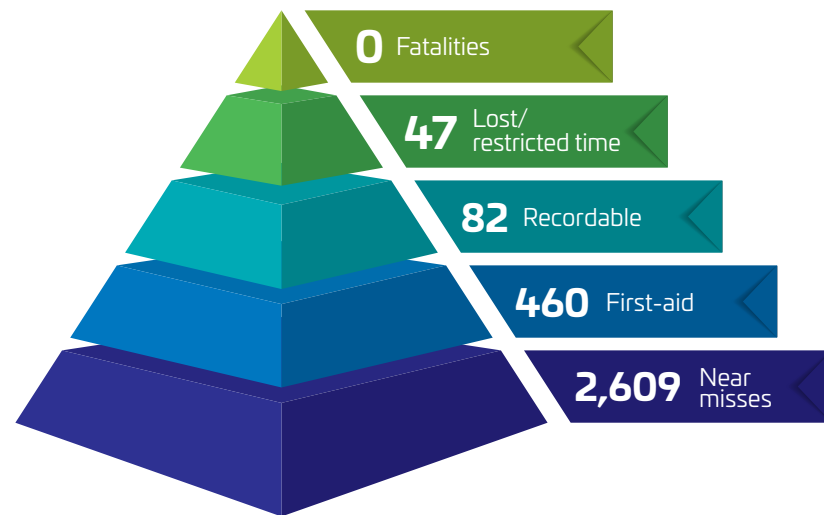
The corporate EHS team then facilitated an annual goal setting process, which helped sites establish their new baselines and supported them in setting their 2023 year-end site-specific objectives. Sites were encouraged to consider their current performance levels in six key areas, as well as their goals and available resources.

The goal setting process has been followed by monthly progress reviews held by regional single points of contact from the corporate EHS team, providing the necessary supervision and support. Furthermore, annual objective achievement was verified in early 2024, and sites in scope improved their baseline score on average by approximately 12%.

Reporting near misses and incidents

CommScope employees use the BSI Entropy web-based platform to record incidents, hazards and near misses. Using a third-party platform encourages an open reporting culture, which leads to more hazards being identified and subsequently addressed. In 2023, we witnessed 21.9% fewer reported near misses compared to 2022. There were 3,340 near misses reported in 2022 and 2,609 near misses reported in 2023.

Work-related incidents

- **0** Fatalities
- **47** Lost/restricted time
- **82** Recordable
- **460** First-aid
- **2,609** Near misses

Our actions to mitigat significant hazards

Work-related hazards*	Actions
Overall hazards	Completed more than 270 risk assessments globally at our manufacturing sites and distribution centers to identify and control occupational health and safety risks. Controls to mitigate these hazards are being selected with use of hierarchy of controls.
Hazards associated with warehousing/logistics	Warehouse safety program (inclusive of powered industrial vehicle and pedestrian safety) included in the SER.
Hazards associated with operating machinery in manufacturing locations	Machine safeguarding program included in the SER. The vast majority of machinery has been assessed for safeguarding exposures and safeguarded as appropriate.
Ergonomics hazards associated with manual material movement (lifting, bending, carrying, etc.)	Ergonomics program included in the SER. Humantech software has been implemented in most of the sites to identify, assess and reduce ergonomics hazards.
Hot surfaces, exposure to extreme temperatures	Typically associated with machinery operation and machine safeguarding program and addressed the same way.
Various working environment-related hazards	Addressed with variety of controls ranging from preferred engineering solutions to proper training, operating procedures and personal protective equipment.

* This is a non-exhaustive list of hazards that CommScope identified and managed. The hierarchy of controls principle is embedded in the EHS management system. When sites take actions that address risks, they follow this principle. An example is pedestrian safety risk assessments at all manufacturing/distribution center sites. While these or similar hazards caused some of the injuries, those injuries were primarily minor.

Worker participation, consultation, and communication on occupational health and safety

CommScope seeks and solicits consultation and participation from workers at all applicable levels and functions, as well as workers' representatives when appropriate, in the development, planning, implementation, performance evaluation, and actions for improvement of the EHS Management System.

Mechanisms, time, training, and resources for consultation and participation include:
• Site safety and health committees
• CommAlert, a confidential reporting system
• Near miss reporting through the Entropy tool
• Periodic town hall meetings, which include Q&A

• New employee EHS training
• Periodic EHS refresher training for existing workers
• Periodic communications from CommScope top management and the corporate EHS team

Timely access to clear, understandable, and relevant information about the EHS management system is provided through:
• Periodic town hall meetings, which include Q&A
• New employee EHS training
• Periodic refresher EHS refresher training for existing workers
• Periodic communications from CommScope top management and the corporate EHS team

Obstacles and barriers to participation are determined and removed through the following mechanisms; barriers are minimized when they cannot be completely removed:
• CommAlert, a confidential reporting system
• Provision of a local ethics officer (HR site manager)
• Assigning a Corporate Ethics and Compliance Officer to ensure employees are encouraged to provide input and are protected from reprisal
• Ensuring site EHS representatives are fluent in or have the ability to provide resources and responses in, the language(s) of the workers

Worker training on occupational health and safety

For CommScope sites and operations to ensure they successfully fulfill the EHS management system intended outcomes, all persons working under the control of the EHS management system shall be competent to do the task(s) that they have been assigned.

Competency is established based on education, training, and experience. Therefore, the training needs of an individual must be determined in relation to the environmental aspects, occupational risks, and compliance obligations of the activity or task.

The competency requirements apply to persons working under the control of CommScope and who can affect its EHS performance or cause a significant EHS impact.

The competence of workers should include the knowledge and skills needed to appropriately address the EHS risks and opportunities associated with their work and workplace. Workers or their representatives may assist in the process of defining the criteria to establish competency for each role.

When a job or task has been assessed as high risk, site EHS representatives shall ensure worker training:
• Is delivered in a format that accommodates all relevant workers' needs
• Provides an adequate level of competency to workers
• Is specific to the high-risk task

Environmental Responsibility

Telecommunication companies' operations currently account for as much as 3.9% of global greenhouse gas (GHG) emissions. Without immediate action, this figure will continue to grow. In light of this, CommScope is committed to supporting our industry as a whole—and taking proactive steps toward improved environmental responsibility.

CommScope's global footprint extends to more than 150 countries, highlighting the importance of measuring and mitigating our environmental impact on a global scale. We are proud of the progress we have made but recognize that there is always more we can do. Therefore, we continue searching for innovative solutions and improved product design and development, adjusting our production, distribution and consumption patterns to minimize pressure on Earth's finite resources.

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Sustainable Development Goals (SDGs)

In 2015, the U.N. adopted the 2030 Agenda for Sustainable Development in member states, identifying 17 **Sustainable Development Goals** (SDGs) that offer a global framework to protect people and the planet. We've identified those SDGs where our company has the greatest opportunity to influence progress. Our most significant contributions are shown in the 2024 SDGs Addendum.

4.1　2023 environmental responsibility highlights

Overall, 2023 was a year of success and achievement for CommScope in the pursuit of our environmental KPIs and objectives. 2023 was the least disrupted year in terms of COVID-19 since the start of the pandemic and, as such, we have decided to continue viewing our performance against our 2019 base year, as it reflects a more typical dataset.

We have continued to drive energy efficiency across our products in all business segments. Furthermore, CommScope leaders are at the forefront of developing global standards for network energy efficiency and energy goals. In 2023, 12% of our purchased electricity was from renewable sources. Our overall energy consumption declined by 17% compared to 2022, and by 20% compared to our 2019 base year.

Reduced production levels in 2023 impacted the volumes of waste that could be recycled, reused or eliminated, and therefore we didn't achieve our waste goal. Our increased fiber-optic cable production also contributed to this shortfall. We generated 36% less operational waste compared to 2022 and diverted 76.4% of nonhazardous waste and e-waste from landfills in 2023.
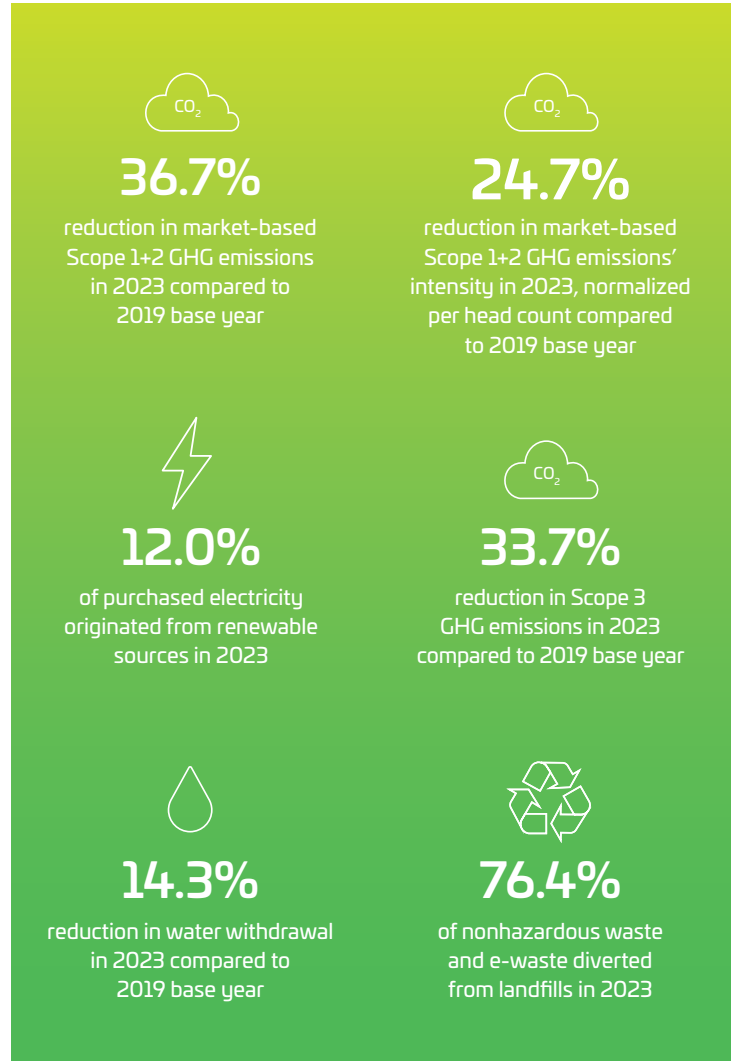
As water scarcity remains a pressing and growing global issue—by 2050 it is predicted that the global urban population facing water scarcity will have doubled, to include 1.7-2.4 billion people worldwide— CommScope is committed to addressing this challenge where we can. In 2023, our water consumption per employee increased by 12% compared to 2022, and by 2% against our 2019 base year. We didn't achieve our goal due to reduced production levels, resulting in reduced production hours used as a normalizing factor.

Additionally, all in-scope manufacturing facilities retained certification to the ISO14001:2015 environmental management system standard, and we are proud to have achieved a "B" score in the CDP Climate Change scorecard.

2023 targets and achievements

Our business operations goal: Reduce the environmental effects of our operations and facilities

Objectives/targets	Progress
Reduce our Scope 1 and 2 GHG emissions by at least 4% by year-end 2023, measured against our 2019 base year	ACHIEVED
Reduce GHG emissions across our operations through analysis and adoption of externally approved science-based GHG reduction targets (Scope 1, 2 and 3)	In progress
Continue to maintain ISO 14001 and ISO 45001 certification at selected facilities	ACHIEVED
Achieve a 5% increase in waste recycled/reused/eliminated	Not achieved
At minimum, maintain 2022 water usage performance normalized by total hours worked	Not achieved

36.7%
reduction in market-based Scope 1+2 GHG emissions in 2023 compared to 2019 base year

24.7%
reduction in market-based Scope 1+2 GHG emissions' intensity in 2023, normalized per head count compared to 2019 base year

12.0%
of purchased electricity originated from renewable sources in 2023

33.7%
reduction in Scope 3 GHG emissions in 2023 compared to 2019 base year

14.3%
reduction in water withdrawal in 2023 compared to 2019 base year

76.4%
of nonhazardous waste and e-waste diverted from landfills in 2023

CommScope was honored with the 2023 Innovators Award from Cabling Installations & Maintenance for our commitment to sustainability.

The following CommScope's solutions were also recognized:

- Constellation (platinum honoree)
- Propel (gold honoree)

2023 targets and achievements

Our sustainable products goal: Develop solutions that meet our customers' current and future sustainability requirements

Objectives/targets	Progress
Using our internal life cycle assessment (LCA) capabilities, complete three different product category LCAs	**ACHIEVED**
CCS: Identify and drive sustainability programs, including completing LCAs and identifying energy-in-use drivers for CCS products	**ACHIEVED**
NICS: Identify product efficiency improvement programs, including innovative and intelligent features to reduce power consumption and energy use in the operational mode	**ACHIEVED**
OWN: Leverage LCA and eco-design during product development processes and propose energy-efficient products in line with our customers' decarbonization journey	**ACHIEVED**
HOME: Ensure more than 90% of applicable set-top box (STB) and small network equipment (SNE) products meet and exceed energy efficiency voluntary agreements (VAs) and standards	**ACHIEVED**
ANS: Continue providing leadership in driving the standards development for network energy efficiency and energy goals, including the European Commission's Broadband Networking Equipment Code of Conduct and the SCTE's Energy Management Subcommittee	**ACHIEVED**

Environmental management system

The corporate EHS team is responsible for meeting CommScope's EHS sustainability vision by maintaining robust company-wide EHS management system. The EHS management system is compliant with the most recent versions of ISO 45001 and ISO 14001 standards. CommScope uses the BSI Entropy web-based platform which provides an integrated suite of tools that give us greater visibility into, and control of, our compliance and operation activities. To ensure continuous improvement, we utilize the Plan, Do, Check, Act (PDCA) concept.

The Sustainability Executive Council is responsible and accountable for ensuring CommScope's EHS policy, vision and mission align with the strategic direction of the company. All managers drive the implementation and execution of the various requirements and principles across CommScope.

PDCA cycle

Plan Do Check Act
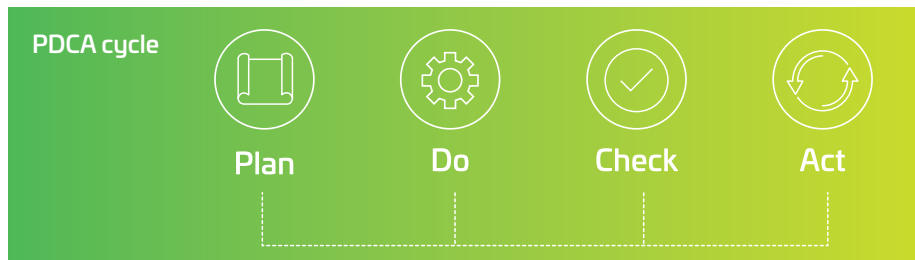
4.2 Climate change, energy efficiency and GHG emissions

Reducing the environmental footprint of our products and operations is a core element of our vision. In 2023, this focus continued as we made progress in improving product sustainability profiles and reducing our overall GHG footprint. Of particular focus, CommScope's overall market-based GHG emissions in 2023 amounted to 6,942,728 metric tons of carbon dioxide equivalents (CO_2e), a reduction of 20% against 2022 and a 34% reduction against our 2019 base year.

Climate-related legislation

The Taskforce for Climate-Related Financial Disclosures (TCFD) is a framework for identifying climate risks and opportunities. It can be utilized as a powerful business management tool to ensure businesses are planning for the short-, medium- and long-term impacts of climate change in their operations, and to ensure businesses are mitigating their operational impacts on the environment. Climate legislation and disclosure requirements are rightly becoming more stringent and extensive; therefore, it is critical that CommScope understands the impact they have on the surrounding environment. TCFD requirements align closely with other climate legislation and frameworks, such as the EU Corporate Sustainability Reporting Directive (CSRD), which CommScope will likely have to report against in 2026 on our 2025 performance, and the U.K. Companies (Strategic Report) (Climate-Related Financial Disclosures) Regulations.

CommScope is also monitoring the impacts of TCFD being subsumed into the International Sustainability Standards Board (ISSB), and how this and the release of the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards (IFRS S1, IFRS S2) are incorporated into the U.S. Securities and Exchange Commission (SEC) Climate Disclosure Rule published in March 2024.

Throughout our business, we are working to reduce GHG emissions and build adaptability, which is central to our success. We conduct a comprehensive site context questionnaire, which identifies various physical climate change risks, such as water scarcity, and provides us with the data we need to mitigate our climate-related risks and impacts.

Furthermore, CommScope discloses to CDP (aligned with TCFD) and reports in alignment with the GRI Standards and Sustainability Accounting Standards Board (SASB) standards.

Science-based targets project

In 2022, we partnered with a third-party consulting firm that provides expertise in developing and setting science-based targets (SBTs). The aim of this is to complete our business case for GHG emissions reduction, outline a suitable abatement strategy and encourage implementation measures that achieve our SBTs and contribute to limiting global temperature increase to 1.5° C. The approach is in accordance with the Science Based Targets initiative (SBTi) guidelines.

We completed phase 1 of our SBTs project in 2023. In phase 1 of the SBTs project, we mapped and measured our carbon footprint—all direct and indirect GHG emissions, including all relevant Scope 3 categories, and restated our 2019 base year. We also developed draft SBTs covering Scope 1, 2 and priority Scope 3 categories (Category 11: Use of Sold Products, and Category 1: Purchased Goods and Services).

In phase 2 of the SBTs project, we will complete a deep-dive assessment, including clarification of risks, costs and strategies to deliver the SBTs. This phase will help us define a suitable abatement strategy, drive implementation to achieve our SBTs and, importantly, articulate costs and impacts on our business for the Executive Leadership Team to consider.

In light of the recent sale of our HOME business segment, we will review our base year and associated targets to reflect the change to our overall reporting boundary. This will likely impact our GHG abatement strategy and target achievement activities. Our plan remains to submit our SBT proposal to the SBTi for verification once senior leadership have confirmed their approval. We continue to drive energy efficiency and GHG emission reduction as part of our annual business objectives.

Sustainability Value Score (SVScore™)

In 2023, our OWN business segment introduced an important new tool called the Sustainability Value (SV) Score, or SVScore. Its purpose is to provide mobile network operators with transparent, detailed and data-driven information about the various environment impacts of outdoor wireless solutions, so those operators can build more environmentally friendly networks that meet their own sustainability goals.

SVScores are quantified across four key metrics and delivered via an intuitive labeling system that demonstrates exactly how CommScope OWN solutions perform from an environmental perspective. The four metrics are radiation efficiency, spatial efficiency, materials use and transportation efficiency. Each metric is ranked on a scale of 1-10, with 10 being the best possible performance. The composite score is the average of the four subscores and is an expression of the overall CO_2e release prevented by the various manufacturing, performance, materials and logistics that go into making and delivering our base station antennas.

Our intuitive approach to data-driven sustainability measurement could become—or at least set the stage for—a universal sustainability benefit measurement system for use across the industry. As a universally understood platform for manufacturers and network operators alike, we hope the SVScore system will help speed up the adoption of more sustainable network planning and construction globally.

2023 Earth Day Contest—Invest in Our Planet

Every April, CommScope holds a contest for its employees to celebrate Earth Day. In 2023, employees submitted original and creative works presenting how they and their families invest in our planet and contribute to the sustainability of their communities. Globally, 208 entries were received in various formats such as artwork, essays, music, photographs, poems, presentations and videos. For each submission, CommScope pledged to donate $10 to offset greenhouse gas emissions.

In 2023, we managed to offset 665 metric tons of CO_2. One particular project, funded in part via the UN Carbon Offset Platform, is the National Solar Power Development Program in India. Its purpose is to develop a carbon platform for overcoming challenges arising from implementation of small-scale power projects in India. Renewable energy schemes are critical in helping India reduce its reliance on their national energy grid, which is largely powered by fossil fuels to generate electricity. Apart from the associated environmental benefits, the project also contributes to improving other areas of sustainable development. For example, the program has generated more than 60 permanent and temporary jobs for local people in the more remote areas of India. It has also increased their accessibility to electricity, improving economic conditions and quality of life for the local residents.
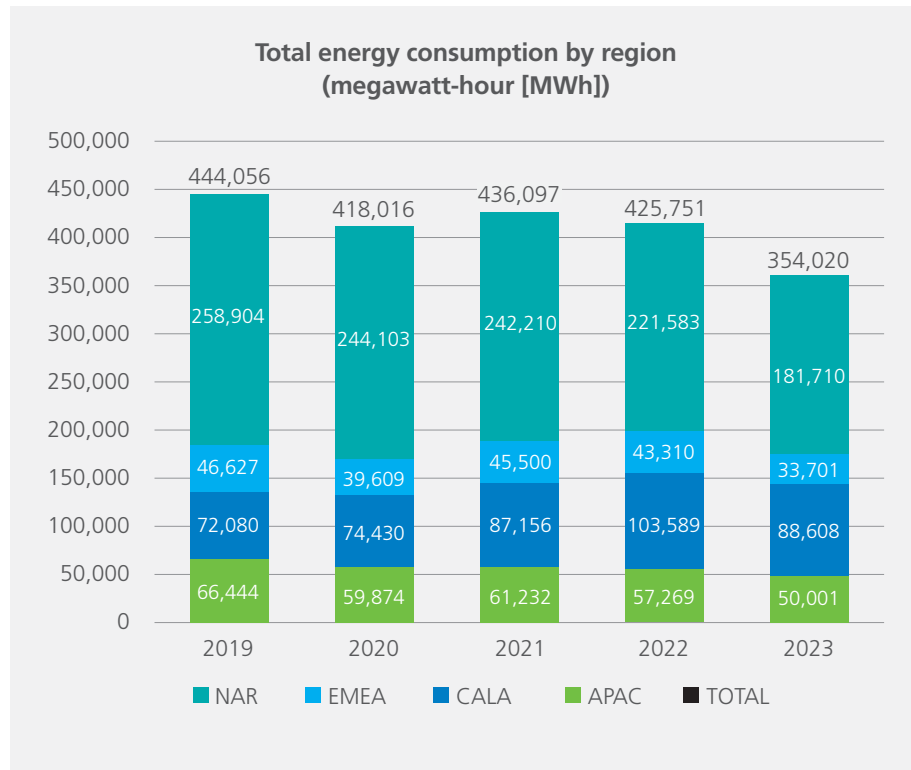
At our Reynosa site in Mexico, to commemorate Earth Day, employees participated in a variety of environmentally-friendly activities, such as a recycling marathon and drawing contest. Additionally, their annual tree donation saw more than 200 trees ready to be planted in 2023.

Other employee sustainability initiatives included the "To Work By Bike" day at our site in Brno in the Czech Republic. Each May, employees are challenged to get to work by bike, on foot or on scooter. This reduces CO_2 emissions while encouraging employees to utilize active travel. Forty-seven colleagues from the CommScope Brno plant participated, and, in total, they managed to achieve 12,000 active kilometers during the monthlong event.

Reducing energy and GHG emissions in our operations

Overall, CommScope achieved significant global energy consumption reduction in 2023, using 354,020 MWh compared to 425,751 MWh used in 2022—a 16.8% reduction year over year driven largely by reduced production output. Compared to our 2019 base year, we reduced energy consumption by 20.3%.

Total energy consumption by region (megawatt-hour [MWh])

Year	TOTAL	NAR	EMEA	CALA	APAC
2019	444,056	258,904	46,627	72,080	66,444
2020	418,016	244,103	39,609	74,430	59,874
2021	436,097	242,210	45,500	87,156	61,232
2022	425,751	221,583	43,310	103,589	57,269
2023	354,020	181,710	33,701	88,608	50,001

Total electricity consumption by source (megawatt-hour [MWh])

Year	Total	Electricity from non-renewable sources	Electricity from renewable sources
2019	331,163	309,039	22,124
2020	317,599	293,482	24,117
2021	319,184	288,188	30,996
2022	307,553	268,788	38,765
2023	252,082	221,839	30,243

The reduction in global energy consumption is reflected in each region, all of which reduced energy use compared to 2022. A reduction in energy consumption is also observed across all regions (except CALA) when compared to our base year of 2019. Energy use in CALA has increased year over year from 2019-2022 but decreased in 2023. Our U.S. operations are the greatest consumers, accounting for 181,710 MWh in 2023 and representing 51% of our global energy use. This higher consumption is explained by the larger number of employees, offices and sites (including manufacturing) based in the U.S., compared to the other regions.
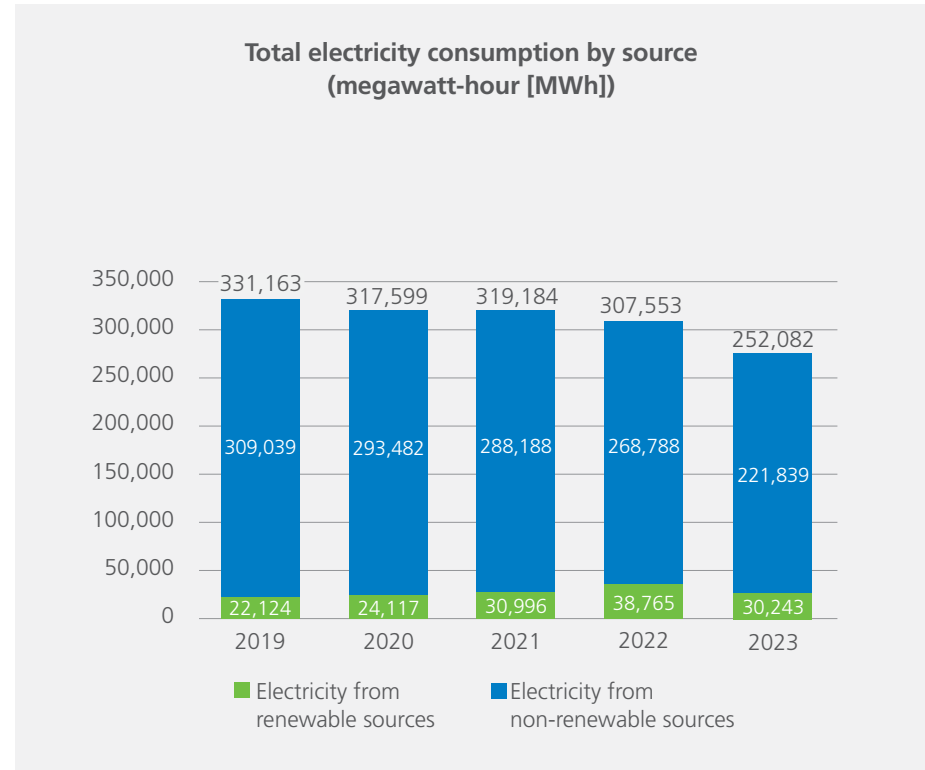
Compared to our 2019 base year, we increased our consumption of renewable energy sources by 36.7% in 2023. This increase is based predominantly on the purchase of Renewable Energy Certificates (RECs) over the past four years. 2023 renewables procurement decreased by 22% compared to 2022, mainly in the U.S. Specifically, new contracts were procured for two sites, one of which was renewed.

In 2023, our Scope 1 (direct) GHG accounted for 0.6% of our total carbon footprint. Our Scope 2 (indirect) market-based GHG emissions, from the purchased electricity and heat, accounted for 1.3% of our total carbon footprint. Our Scope 3 (indirect) GHG emissions sources accounted for 98.1% of our total carbon footprint and include the following relevant categories as defined by the GHG Protocol:

• **upstream activities:** purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets

• **downstream activities:** downstream transportation and distribution, use of sold products, end-of-life treatment of sold products, downstream leased assets

Scope 1 and 2 location-based GHG emissions (metric tons of CO_2e)

Scope 1 and 2 market-based GHG emissions (metric tons of CO_2e)
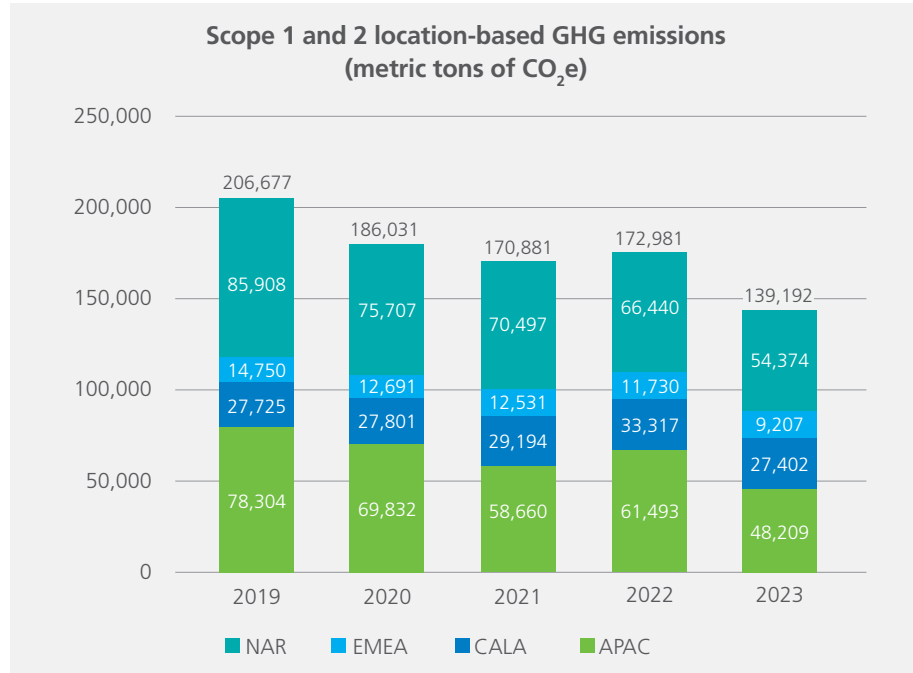
Our energy consumption correlates with our Scope 1 and 2 GHG emissions. However, due to our presence in several different regions, there are different grid mixes of electricity generation. Therefore, the proportional split of emissions produced in each region varies compared with the energy consumption.

The sum of our Scope 1 and 2 location-based emissions in 2023 was 139,192 metric tons of CO_2e. This is a 32.7% reduction against our 2019 base year and a subsequent decrease of our 2022 Scope 1 and 2 location-based emissions of 19.5%. All regions decreased their GHG emissions compared to 2022—APAC by 22%, CALA by 18%, EMEA by 22% and NAR by 18%. This reduction is attributed to improved energy efficiency measures implemented across various sites globally. Additionally, a reduction in production output throughout the business has played a significant role in contributing to this improvement.

Our operations in the NAR region are the greatest consumers of energy globally; therefore, these are the largest emitters of Scope 1 and 2 location-based emissions, with a total of 54,374 metric tons of CO_2e (39%). EMEA emits 9,207 metric tons of CO_2e (7%); CALA emits 27,402 metric tons of CO_2e (20%); and APAC emits 48,209 metric tons of CO_2e (35%). APAC produces a much greater share of emissions than it did in energy consumption.
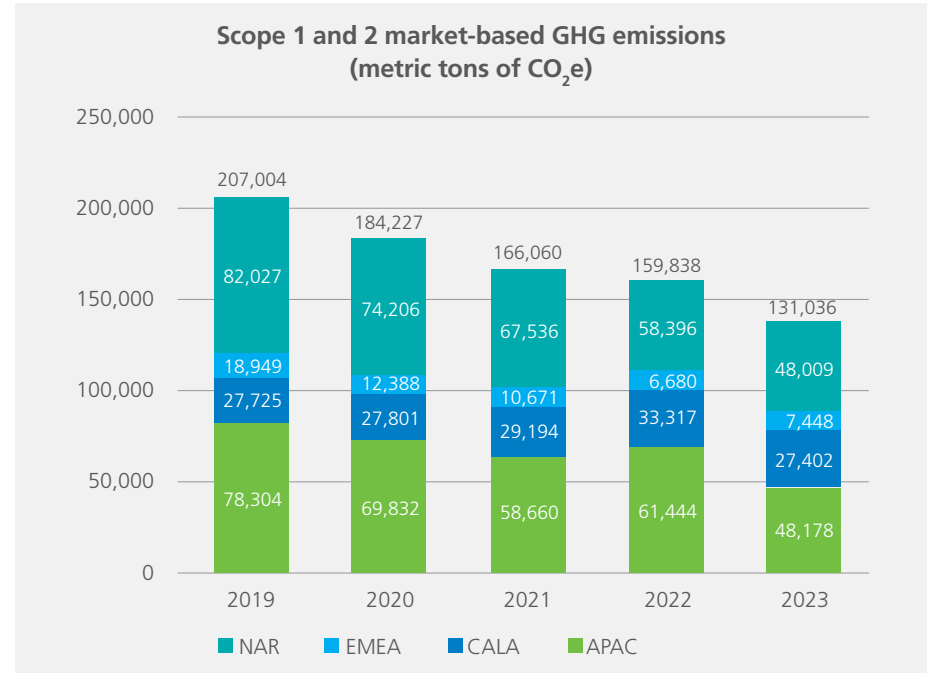
Our total Scope 1 and 2 market-based emissions in 2023 was 131,036 metric tons of CO_2e, which was a 18.0% reduction against 2022 and a 36.7% reduction against our 2019 base year. Scope 1 and 2 market-based emissions decreased across all regions from 2022, excluding EMEA. This is principally as a result of not securing renewable energy at a manufacturing facility in EU.

CommScope continues to refine and improve our reporting process and data calculations so we can consider the impact of business structure changes, including acquisitions and divestitures, changing emission factors, improved data accuracy and errors we correct during review. Therefore, historical data often varies from previously reported values. We will strive to continue to standardize our measurement systems and metrics.

Scope 3 relevant categories

CommScope Scope 3 (indirect) GHG emissions accounted for 98.1% of our total carbon footprint in 2023, with Category 11 (Use of Sold Products) and Category 1 (Purchased Goods and Services) being the most significant.

Total GHG emissions: Scope 3 breakdown by category
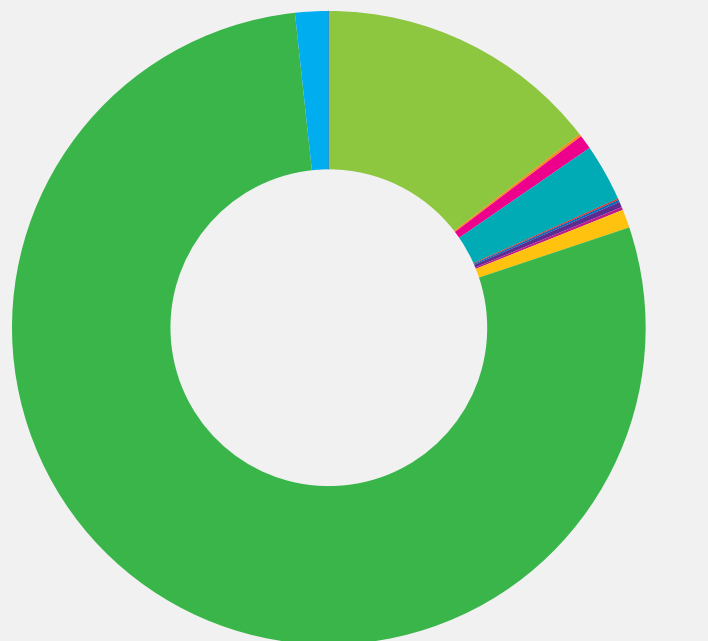
Percentage	Category
12.70%	Category 1 – Purchased Goods and Services
0.12%	Category 2 – Capital Goods
0.63%	Category 3 – Fuel and Energy Related Activities
2.56%	Category 4 – Upstream Transportation and Distribution
0.06%	Category 5 – Waste Generate in Operations
0.10%	Category 6 – Business Travel
0.24%	Category 7 – Employee Commuting
0.13%	Category 8 – Upstream Leased Assets
0.82%	Category 9 – Downstream Transportation
81.14%	Category 11 – Use of Sold Products
1.49%	Category 12 – End-of-Life Treatment of Sold Products
0.00%	Category 13 – Downstream Leased Assets

2023 energy conservation and GHG emissions reduction measures

CommScope implemented multiple energy conservation and energy efficiency measures at our many facilities around the world. Some of our notable GHG emissions savings and energy efficiency measures in 2023 include:

Goa, India—Saved 434,800 kWh; 312 metric tons of CO_2e avoided; equivalent to 1,282,452 km driven
- Optimized air conditioning power and shopfloor ventilation, saving 237,000 kWh
- Modernized capacitor banks to maintain constant power factor 0.99 and 1, saving 104,000 kWh
- Installed automatic light shutoff and replaced the old skylights to maximize the use of natural light, saving 77,000 kWh
- Repaired regular air leakages, lowering the global network pressure, and installed air tanks in critical areas to improve air flow, saving 16,800 kWh

Suzhou (CSC), China—Saved 729,489 kWh; 510 metric tons of CO_2e avoided; equivalent to 2,097,574 km driven
- Improved the smoke exhaust system used in soldering operations for BSA, reducing the electricity of the SMOG machine per earned hour (EH) by 50% in OWN since February 2023
- Repaired regular air leakages, lowering the global network pressure, and installed air tanks in critical areas to improve air flow, reducing the electricity consumption of the air compressor system per EH by 34% in OWN
- Installed light remote controls, reducing the electricity consumption of the office lighting per month per EH by 16% in OWN since January 2023

Horsham, PA—135,939 kWh saved; 27.07 metric tons of CO_2e avoided; equivalent to 111,419 km driven
- Reset static pressure in Building 1
- Setback 3 variable air volume (VAV) temperature during occupied hours for winter season in Building 1
- Setback temperature setpoints in Building 2-4
- Fixed variable VAV temperature in Building 2
- Adjusted VAV heating setpoint from 76° F to 68° F for summer season in Building 2
- Setback VAV temperature during weekend day hours in Building 3
- Building 1 and 4 delamping

Lowell, MA—113,214 kWh saved; 8.82 metric tons of CO_2e avoided; equivalent to 36,303 km driven
- Optimized air handling units (AHUs) in various ways, including fixing failed starter
- Changed five VAV setpoints
- Installed cooling tower VFD
- Fixed AHU static pressure reading issue

Suwanee, GA—62,727 kWh saved; 4.47 metric tons of CO_2e avoided; equivalent to 18,398 km driven
- Fixed economizer on several rooftop units (RTUs)
- Reset static pressure for several RTUs

Renewable electricity contracts

- **El Segundo, CA, U.S.**—Purchased 54,580 kWh of renewable electricity in 2023, saving 13.32 metric tons of CO_2e; equivalent to 54,825 km driven by an average gasoline-powered passenger vehicle; renewable energy source: wind and/or solar.
- **Santa Ana, CA, U.S.**—Purchased 206,441 kWh of renewable electricity in 2023, saving 50.36 metric tons of CO_2e; equivalent to 207,281 km driven; renewable energy source: wind and/or solar.
- **Lisle, IL, U.S.**—Purchased 4,234,416 kWh of renewable electricity in 2023, saving 2,013 metric tons of CO_2e; equivalent to 8,285,499 km driven; renewable energy source: wind.
- **Horsham, PA, U.S.**—Purchased 10,456,942 kWh of renewable electricity in 2023, saving 3,192 metric tons of CO_2e; equivalent to 13,138,259 km driven; renewable energy source: renewables mix.
- **Hickory, NC, U.S.**—Purchased 746,426 kWh of renewable electricity in 2023, saving 218 metric tons of CO_2e; equivalent to 897,288 km driven; renewable energy source: wind.
- **Euless, TX, U.S.**—Purchased 1,103,775 kWh of renewable electricity in 2023, saving 455 metric tons of CO_2e; equivalent to 1,872,778 km driven; renewable energy source: wind.
- **Mission, TX, U.S.**—Purchased 274,622 kWh of renewable electricity in 2023, saving 113 metric tons of CO_2e; equivalent to 465,107 km driven; renewable energy source: wind and/or solar.
- **Richardson, TX, U.S.**—Purchased 1,411,688 kWh of renewable electricity in 2023, saving 582 metric tons of CO_2e; equivalent to 2,395,509 km driven; renewable energy source: wind.
- **Bray, Ireland**—Purchased 6,461,495 kWh of renewable electricity in 2023, saving 3,068 metric tons of CO_2e; equivalent to 12,627,875 km driven; renewable energy source: renewables mix.
- **Cork, Ireland**—Purchased 783,069 kWh of renewable electricity in 2023, saving 372 metric tons of CO_2e; equivalent to 1,531,150 km driven; renewable energy source: renewables mix.
- **Belfast, U.K.**—Purchased 351,248 kWh of renewable electricity in 2023, saving 128 metric tons of CO_2e; equivalent to 526,848 km driven; renewable energy source: renewables mix.
- **Bodelwyddan, U.K.**—Purchased 2,447,957 kWh of renewable electricity in 2023, saving 894 metric tons of CO_2e; equivalent to 3,679,700 km driven; renewable energy source: renewables mix.
- **Malton, U.K.**—Purchased 89,472 kWh of renewable electricity in 2023, saving 33 metric tons of CO_2e; equivalent to 135,828 km driven; renewable energy source: renewables mix.
- **Saltaire, U.K.**—Purchased 701,371 kWh of renewable electricity in 2023, saving 256 metric tons of CO_2e; equivalent to 1,053,694 km driven; renewable energy source: renewables mix.
- **Buchdorf, Germany**—Purchased 871,790 kWh of renewable electricity in 2023, saving 596 metric tons of CO_2e; equivalent to 2,453,133 km driven; renewable energy source: hydroelectric.
- **Mount Waverly, Australia**—Purchased 47,864 kWh of renewable electricity in 2023, saving 31 metric tons of CO_2e; equivalent to 127,597 km driven; renewable energy source: renewables mix.

Equivalent distances were calculated from energy consumption values using the U.S. Environmental Protection Agency (EPA) Greenhouse Gas Equivalencies Calculator.

Prioritizing product energy efficiency for our customers

A key priority across CommScope's business segments is energy efficiency, beginning with the design of our products and continuing throughout the entire product life cycle. From manufacturing through to their use, reuse and disposal, we are constantly trying to develop ways to improve our energy efficiency.

The "use" phase of our products and services represents one of CommScope's biggest environmental impacts. Throughout 2023, our HOME business segment continued to meet the requirements of the STB and SNE energy efficiency voluntary agreements in the U.S., Canada and Europe. In 2023, more than 96.3% of relevant HOME product shipments complied with the applicable voluntary agreement, therefore exceeding the 90% target. As energy efficiency is embedded throughout our design process, it also ensures we facilitate our customers' compliance in these areas.

Several of our products and services have been designed to be deployed across shared infrastructure, therefore reducing the quantity of hardware that must be produced, transported, installed and maintained. Some examples of this approach are:

- OWN base station antennas (BSAs): Incorporates design solutions that can be shared across multiple operators
- OWN SkyBlox™ and modular connectivity solutions: Can accommodate several mobile network operators (MNOs) on a single infrastructure platform
- New ANS amplifiers: Approximately 10% more efficient than the previous version

Rethinking energy through our product design

As energy costs continued to rise in 2023, improving energy efficiency in our products and services was a top priority. In our OWN business segment, several innovative solutions have resulted in efficiency savings and improvements—our latest 8T8R BSA requires less energy to cover a given area and is more compact. This results in power use reductions of 30–50% and the prevention of 500–1,600 kg of CO_2e being released, compared to 32T32R & 64T64R models. More details available in our OWN Green Agenda.

In the CCS segment, imVision® automated infrastructure management (AIM) solution maintains a precise connectivity database that tracks the records of a cabling network infrastructure and provides an ongoing evaluation tool to promote sustainability of that infrastructure. Its ability to automate processes, support

remote administration and mitigate risk enables network managers to minimize the environmental impact of the cabling system throughout its life cycle.

A 2023 survey of CommScope customers revealed four key areas where imVision showed a significant impact on network performance and sustainability: lowering energy consumption, decreasing CO_2 emissions, maximizing the use of the existing cabling and reducing non-recyclable waste.

- **Lowering energy consumption:** imVision automatically detects, maps and monitors all switch connections, enabling better management of energy consumption in the network. imVision provides real-time visibility of switch port status and value, allowing customers to consolidate ports and maximize utilization, reduce the number of powered switches per intermediate distribution frame (IDF) and decrease the overall power requirements and consumption.

- **Decreasing CO_2 emissions:** imVision's remote monitoring and administration capabilities enable remote identification of unplanned connectivity changes and provide remote guidance to help onsite staff diagnose and resolve issues. The result is fewer truck rolls and a correspondingly lower CO_2 release. Consequently, imVision can prevent 516 km of travel per customer per year. This equates to approximately 0.13 metric tons of CO_2 reduction per customer annually.

- **Reducing cable manufacturing requirements:** imVision's Spaces feature can demonstrate where and how to get the most productivity from existing cabling and reduce the amount of new cable needed. By maximizing cable utilization, customers can reduce the number of new cables to be produced and pulled, eliminate unnecessary redundant cabling and complexity, redeploy existing cabling and outlets and optimize infrastructure for sustainability.

- **Reducing non-recyclable waste:** The imVision solution provides electronic labelling capabilities by making panel, port and patch cord labeling information available on the imVision controller displays installed in racks—eliminating the need for printed labels. By using imVision's end-to-end rack-based circuit tracing, port LED signals and controller display, the average customer can eliminate 1.5 kg of paper and plastic from their waste stream and save 3 kWh of energy over the life of their system. Multiplied by the thousands of cabling installations imVision manages worldwide, the cumulative savings are virtually incalculable.

Product life cycle assessment

As part of our commitment to environmental transparency, we have expanded our life cycle assessment (LCA) program. LCA is a methodology for assessing the environmental impact over the course of the entire product's life cycle, from manufacture to disposal, and encompasses factors such as energy use, emissions and waste output, and depletion of natural resources. The environmental outputs of an LCA can be reported through detailed and verified Environmental Product Declarations (EPDs).

To meet this commitment, CommScope has procured an LCA assessment tool and has trained internal resources to create LCAs for different products with that tool. We have completed embodied carbon calculations for five products and we are in the process of creating LCA reports for two large product lines by the second quarter of 2024. As a result, we are confident this will provide our customers with accurate carbon footprint data, facilitate the identification of GHG emission hotspots within our product and supply chain and thereby introduce targeted GHG reduction measures in the coming years. We also hope to continue sharing our knowledge through various platforms, such as presenting a video at the Mobile World Congress booth in 2023, to highlight how we support sustainability in all phases of the product life cycle.
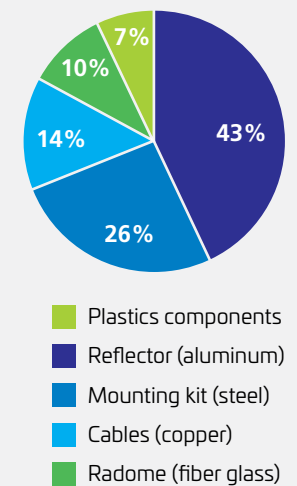
Verified EPDs can support the material categories of green building systems, such as the Leadership in Energy and Environmental Design (LEED) and the Building Research Establishment Environmental Assessment Method (BREEAM). Additionally, they comply with the regulatory requirements for material transparency. We are partnering with standards organization ASTM, which will critically review the LCA reports we generate. This will help us quickly publish robust EPDs for our product lines.

We also use the CIBSE TM65 Embodied Carbon Calculation Methodology to calculate embodied carbon in building services. This calculation methodology supports the need for assessment of embodied carbon of products linked to building services engineering systems, to increase knowledge and inform decisions using whole life carbon. CommScope has utilized this methodology to provide assessment of hundreds of our in-building products. Customers were able to use this assessment to understand their CommScope-built infrastructure and its embodied carbon.

LCAs in our OWN business segment

Conducting LCAs provides us with better knowledge of our products' carbon footprint and where we need to focus our efforts to further reduce carbon emissions. We have found that the main contributor of emissions in OWN products is raw materials. Customers also value our LCAs, as they can help guide them on their own sustainability journey. By the end of 2024, OWN aims to achieve at least one LCA per product family.

For example, we conducted an LCA on one of our BSAs (RRZZV4-65D-R8N43), completed by a third-party company as a result of a customer's request. This was a cradle-to-grave LCA, which assesses the environmental footprint of the product's full life cycle. We found that 94% of emissions came from the raw materials used and in our manufacturing operations. Specifically, the materials with the highest associated carbon emissions were the aluminum reflector and the steel mounting kit, which accounted for approximately 69% of the raw materials and manufacturing emissions.

Pie chart values: 43%, 26%, 14%, 10%, 7%

Legend:
- Plastics components
- Reflector (aluminum)
- Mounting kit (steel)
- Cables (copper)
- Radome (fiber glass)

4.3 Reducing the environmental impact of our raw materials, waste and water

Throughout their life cycle, CommScope products can have negative environmental impacts. By changing the design of our products, re-evaluating the types and quantities of raw materials we use and investigating alternative ways to package, distribute, use, maintain and dispose of them, we can substantially reduce these negative impacts on the environment.

Circular economy

Environmental responsibility and the circular economy model of consumption are closely linked. The circular economy is a key component in helping the EU achieve its goal of climate neutrality by 2050 and reducing biodiversity loss.

The goal of a circular economy strategy is to minimize waste and promote sustainable use of natural resources. To be effective, the principles of a circular economy cannot only be adopted by a single person or organization; rather, it is essential they are implemented at a global scale for all industries. CommScope is committed to playing our part by reducing our environmental impact within our operations and complying with European and international standards to protect our natural environment.

Resource efficiency

A key component of circularity is resource efficiency, not only in terms of the environmental benefits it yields, but also in the way it can boost the competitiveness of industry, create jobs, stimulate innovation and support related sectors such as recycling and resource recovery—helping the economy sustain secure supplies of key resources. We are committed to reducing the amount of raw materials used in our products to directly reduce our resource consumption and carbon footprint.

We recognize that our global manufacturing footprint can have detrimental impacts on the environment; therefore, we continuously reexamine how our plants and products use electricity, water, natural gas and other finite resources. Across all business segments, we have implemented programs to improve the resource efficiency of our products.

Examples of these measures implemented by OWN include:

- An eco-friendly design of our BSA reflectors that reduces the choke height from 78 to 36 mm and the thickness from 2.5 to 1.6 mm. This reduces the weight of aluminum by 38%. Since its implementation on different BSA models during 2023, these new design improvements have resulted in 412 metric tons of CO_2e saved.

- Our BSA internal bracket redesign reduced the bracket thickness and width. Overall, this has resulted in a reduction of aluminum consumption by 39% on average for the manufacturing of this component. Since implementation on different base station antenna models during 2023, this new design has resulted in 126 metric tons of CO_2e saved.

Our CCS business segment continued its sustainability efforts related to the four product lines, detailed in our 2023 Sustainability Report, that contribute to our goal of using resources more efficiently throughout the life cycle of our products. These product lines include:

- Prodigy® universal hardened connector system

- NOVUX®, the first modular fiber-to-the-X (FTTX) ecosystem

- Propel™, the end-to-end, ultra-low loss, modular structured cabling fiber platform

- European fiber cables portfolio

Additionally, they focused on local sourcing and local manufacturing to serve the local markets in Europe, India and the U.S.

Eliminating single-use plastics (SUPs)

In 2023, we have continued to find innovative packaging solutions that reduce or eliminate the use of single-use plastics (SUPs) across all business segments. We have redesigned our packaging to minimize waste and pollution and fulfill our eco-design principles—where possible—throughout the process. Eliminating our use of SUPs remains a fundamental part of our sustainability ambition, and we will continue to work with our customers to achieve this goal.

We continue to use eco-packaging for several of our products, such as copper jacks, patch panels, patch cords and faceplates. Additionally, to ensure we comply with North American and European regulatory requirements, we have eliminated plastic wrapping for cables.

In 2023, our CCS business segment has continued to remove SUPs from packaging of their copper apparatus, introducing an initiative to switch copper faceplates and jacks to eco-packaging. Consequently, nearly 70,000 single-use bags have been removed, eliminating 346 kg of SUPs from the product line. This has resulted in 1,083 kg of CO_2e emissions saved, with subsequent annual results projected to be even greater.

Minimizing the effects of our packaging and logistics

One of the central aims of our business is to find innovative packaging solutions to minimize waste and production. We consistently evaluate the most efficient modes of transportation for our products, and a decrease in packaging dimensions should correlate with a reduction of transportation emissions. By reducing the size of our products and being more resource efficient, we can build lighter, more compact products with more efficient loading and distribution possibilities.

In 2023, we reduced our reliance on air shipping, which consequently led to 209,233 metric tons of CO_2e emissions saved compared to 2022.

OWN reduces packaging and logistics impacts

Our OWN business segment made further progress in 2023 by rethinking its packaging and logistics to reduce environmental impact.

- For our PS-1600 rectifiers, part of our PowerShift® portfolio, we replaced Instapak foam cushioning with corrugated cardboard that has a much lower Global Warming Potential (GWP). Corrugated cardboard generates 4.5 times less GHG emissions than foam cushion. Since the change in May 2023, the new design packaging has resulted in 62 metric tons of CO_2e saved.

- In our HELIAX® business unit, we have redesigned our hybrid trunk cable reels to reduce the number of parts and decrease the size of the reels. We also changed the material from wood to plastic for greater durability, and, while plastic has (by some measurements) greater GWP than wood, this is more than offset by its reduction of trailer loading rate by 470%, yielding 3.6 times less emissions compared to wooden reels. Since their first use in July 2023, 590 of the new reels have been shipped, saving 12 trailer loads and 210 kg of CO_2e.

- Also, in the HELIAX portfolio, spools used to transport our hybrid fiber feeder trunk (HFFT) products are now built to be flattened after use, resulting in a 100% improvement in pallet utilization and better container utilization as the new spools enable containers to be filled to 81.5% of capacity. Together, these advantages contributed to a 63% reduction in transportation emissions associated with product.

Optical Distribution Frames (ODF) packaging project at our Juarez-Bermudez, Mexico site

In our ODF portfolio, we have replaced wooden crates made from plywood, oriented strand board (OSB) and joined with screws and nails, with new packaging made entirely from 100% recyclable corrugated cardboard.

The project covers six types of packaging, implementation for three types of packaging took place in mid-2023 and implementation for the additional three types of packaging is planned by mid-2024. The improvement reduces packaging weight and carbon footprint, and provides easier recyclability for our customers.

Less is more

Our CCS business segment has made significant progress toward increasing the sustainability of its packaging:
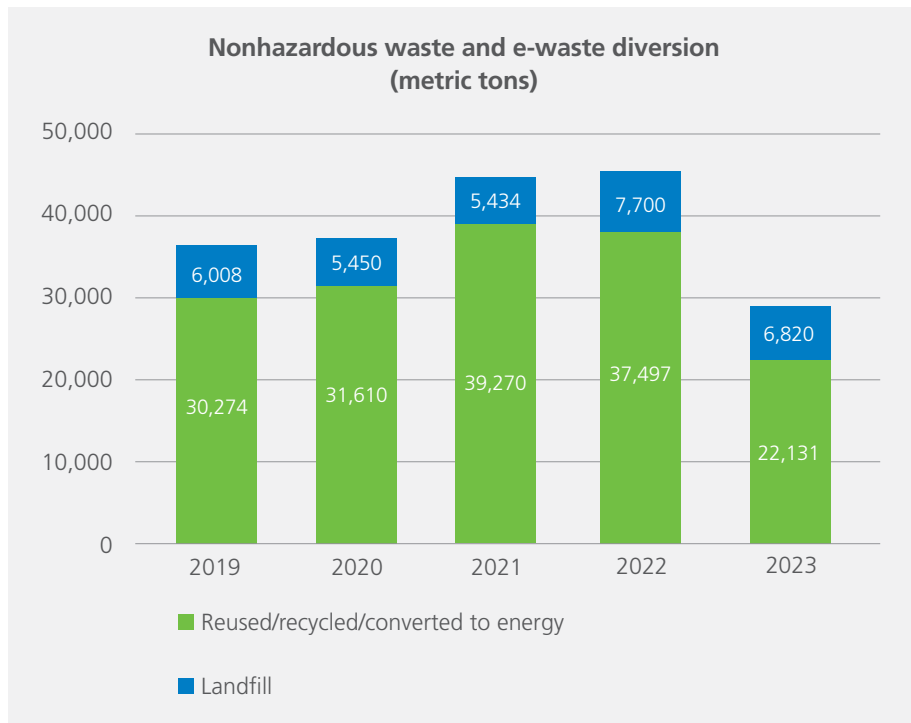
- We have eliminated the SUP rPET clamshell in module and cassette packaging, replacing it with a corrugated solution, that contributes to a 58% reduction in CO_2e. Additionally, the size of the shipper box has been reduced. Both the new cassette container and box can be recycled at disposal.

- We have changed to eco-packaging for fiber distribution frame (FDF) and upcoming products like our NG4, NG3, NGF, and OMX frames. Once packaged in large wooden crates with foam pads, FDF shipping necessitated a heavy and bulky disposal process. We replaced the foam with corrugated packaging material and wooden pallets, which is not only recyclable, but also reduces shipping weight—saving fuel and reducing transport emissions. The same design is now being completed for NG4, NG3, NGF, and OMX frames, with full implementation expected in early 2024.

- For one of our major customers, we reconfigured our pre-cabled FACT shelves packaging— significantly reducing plastic and completely removing metal. This has saved 2,255 kg of plastic and foam use, and 4,671 kg of metal use. The resized reels now match the 120 x 100 cm pallet footprint and we have introduced two new reel heights for different cable lengths and product variants. Together, this has eliminated the use of 5,065 kg of wood annually, and approximately 49 trucks have been saved from transporting products—yielding an estimated savings of 87,393 kg/year of CO_2e.

- In collaboration with our partner Amadys, we redesigned the packaging of our modular front patching system (MFPS) in 2023. Before, it used a combination of cardboard and supporting foam blocks, and each package contained a single MFPS unit. The brackets and hinges came in separate plastic bags. To reduce this waste, CommScope and Amadys agreed to ship the product with its brackets and hinges pre-installed, eliminating the need for multiple plastic bags. We also adopted a bulk packaging solution, resulting in 67% warehouse space savings and 40% reduction in truck rolls. Lastly, the all-cardboard design eliminated the use of non-recyclable foam and plastics.

CommScope's legacy business-to-business (B2B) packaging consists of 95% brown boxes and reels (corrugated and chipboard), monomer plastic bags (mainly polyethylene), wooden pallets, cradles and wooden reels (the latter destined for bulk cable products). We design these to be easily separated for recycling purposes and, in many cases, our corrugated and chipboard boxes and reels contain recycled content. The B2B market represents about 95% of our business and, in 2022, we redesigned our cabinet portfolio by replacing the wooden and foam packaging with all carton and honeycomb solutions. This lighter, more sustainable and easier-to-recycle design launched in the fourth quarter and we plan to expand its use across the full B2B portfolio in 2023. Approximately 5% of our products are destined for the business-to-consumer market.

Waste management

Ensuring sustainability throughout our operations is important to us. Each year, we aim to further reduce waste generation and to reuse materials wherever we can. Within our manufacturing processes, we operate a safe waste management system that diverts nonhazardous waste from landfills and preserves the value of materials for recycling. We monitor our waste metrics using categories of waste diversion and waste disposition to quantify our annual progress. Throughout 2023, we expanded our recovery and recycling efforts, reduced our disposal costs and decreased our reliance on natural resources.

In 2023, 76.4% of nonhazardous waste and e-waste from our operations was diverted from landfill globally. We achieved this by developing innovative product designs and manufacturing processes, reusing materials, recycling waste and converting waste to energy. However, we continue to face challenges due to the increased production of fiber-optic cables, which contributes to nonhazardous scrap materials waste. Reduced production levels in 2023 impacted the volumes of waste that could be recycled, reused or eliminated.

Nonhazardous waste and e-waste diversion (metric tons)

Year	Reused/recycled/converted to energy	Landfill
2019	30,274	6,008
2020	31,610	5,450
2021	39,270	5,434
2022	37,497	7,700
2023	22,131	6,820

- ■ Reused/recycled/converted to energy
- ■ Landfill

CommScope produced 28,566 metric tons of nonhazardous waste in 2023, a reduction of 36.2% against 2022 and a 17.1% decrease from our 2019 base year. CommScope generated 385 metric tons of e-waste, a 12% reduction from 2022.

University partnership: sustainable alternatives for fiber-optic cable recycling

Recycling fiber-optic cable poses a significant challenge to the entire fiber-optic industry due to the technical mix of materials in their construction and eventual landfill disposal. To tackle this issue, CommScope has continued our ongoing partnership with two leading universities to develop a multidisciplinary approach to fiber-optic cable recycling and landfill diversion.

Over the past several years, CommScope has collaborated with the Colorado School of Mines, a pioneer in environmental sustainability and engineering. We have also worked with the University of North Carolina at Charlotte, a highly respected leader in electrical and mechanical engineering and known for developing innovative solutions to the fiber optic recycling challenge. The students at both universities experimented with separate fiber-optic cable waste diversion options with 2023 yielding an independent, yet consistently streamlined vision for reuse of fiber-optic cable shreds.

Looking forward, we hope that—through combining the university test results, the capabilities of our fiber-optic cable recycling vendor and commercial testing—we can provide a creative and optimistic step in the right direction for the future of CommScope's fiber-optic cable sustainability.

Our Global EHS Standard for Waste Management, Recycling and Pollution Prevention (PRC-000025) defines the processes and minimum mandatory requirements by which waste and recyclable materials are managed by CommScope. Each facility maintains a Waste Management and Recycling program to ensure proper handling, storage and disposal of waste and recycled materials, and facilitate proper transfer of waste and recycled materials to third party licensed contractors for adequate recycling or ultimate disposal. CommScope facilities and operations complete waste contractor assessment at each contract renewal or at least every three years. This includes completion of a relevant assessment questionnaire (hazardous waste contractor, nonhazardous waste contractor, and others) and a site visit to the waste contractor to validate the compliance with the applicable CommScope and legal requirements. The completed assessment is reviewed by a member of our corporate EHS team.

The following elements are included in the facility Waste Management and Recycling program:

- Applicable legislation identification
- Waste and recycled materials identification
- Third party waste contractors identification for waste handling and disposal
- Determination of final disposition activity or treatment method and the contractor responsible for each waste stream identified
- Waste minimization through efficient operation, maintenance and source reduction
- Periodic assessment of facility's waste reduction efforts and identification of new opportunities for waste reduction and recycling
- Process to monitor and track waste and recycled materials including category, weight, volume, cost, cost avoidance, recovery, the entity to whom it was shipped for reuse, recycling, treatment, disposal an the certifications received from waste/scrap recycling, treatment, disposal or destruction. Waste and recycling data must be entered in the Entropy tool and invoice data validated against internal records and/or waste transfer notes.
- Process to identify trends in waste generation and recycling
- Facility communication on waste and recycled materials data and trends
- Periodic reporting to local authorities/agencies as required by the applicable legislation

2023 total weight of hazardous waste by disposal method (metric tons)

Disposal method	Onsite	Offsite
Reuse	-	2
Recycling (excluding e-waste)	-	125
Recycling (e-waste)	-	385
Incineration with energy recovery	-	13
Incineration without energy recovery	-	23
Landfill	-	215
Other	-	348

2023 total weight of nonhazardous waste by disposal method (metric tons)

Disposal method	Onsite	Offsite
Reuse	-	-
Recycling	-	21,746
Incineration with energy recovery	-	1,508
Incineration without energy recovery	-	102
Biodegradation	-	78
Landfill	-	5,132
Other	-	348

The nonhazardous waste recycled includes paper, cardboard, drinking cans, steel, copper, aluminum, brass, cables, fiber-optic cable, fluorinated ethylene propylene (FEP), polyethylene (PE), polystyrene (PS), polyvinyl chloride (PVC), polyvinylidene fluoride (PVDF), wood, wooden crates, wooden pallets, wooden reels and other materials.

WEEE recycling

As a leading manufacturer of communication technology and network infrastructure, our management of waste electrical equipment is critical to our waste management system. In accordance with the EU's Waste Electrical and Electronic Equipment (WEEE) Directive and implementing regulations, when customers purchase new electrical equipment from us, they are entitled to:

- Return old electrical equipment for recycling, on a one-for-one, like-for-like basis; however, this varies depending on the country.
- Send the new equipment back for recycling when it ultimately becomes waste.

Detailed information is available on our website for customers and recyclers/treatment facilities.

In 2023, our offices, manufacturing facilities and distribution centers recycled 385.4 metric tons of e-waste.

Product compliance and hazardous substances

Within CommScope's Engineering, Manufacturing, Quality and Procurement teams, we have experts who manage our products' regulatory compliance progress and status. By utilizing a hazardous substance list, our team monitors our compliance with customer requirements, as well as laws and regulations involving the restriction of specific manufacturing substances and products.

All our products comply with the EU's Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), WEEE and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) legislation. This drives the recovery of recycled waste electrical equipment and keeps us accountable for monitoring the amount of hazardous chemicals in our electronic manufacturing.

All CommScope customers have access to our online tool, which is hosted on the CommScope website, for generating the product compliance certificates for REACH and RoHS. These will be based on the products they buy and can be obtained through a self-service website. Customers enter the product numbers to access their reports.

Furthermore, in June 2023, amendments to the U.K. Packaging Regulations were introduced. We organized a multidisciplinary team to ensure our products are compliant with the necessary registration and reporting requirements, based on the packaging materials used.

The corporate Product Compliance team has been closely monitoring global developments of restrictions in the use of perfluoroalkyl and polyfluoroalkyl substances (PFAS). The U.S. EPA, individual U.S. states, EU Chemicals Agency (ECHA), OECD, as well as others are all working to qualify and quantify risks associated with PFAS. CommScope's business units are working on identifying major applications of PFAS in our products. CommScope is also working on obtaining information from suppliers for our high-risk fluoropolymers. A multi-functional team was formed to ensure CommScope is complying with the Toxic Substances Control Act (TSCA) reporting requirements announced at the end of 2023.

Managing chemical risk in our operations

In 2023, CommScope reported no incidents of significant spills or releases at any of our manufacturing sites. We believe this record is a result of our exceptional precautions, implemented to avoid adverse environmental impacts and to mitigate chemical risks.

Throughout our global facilities, we have established comprehensive measures to avoid spills and releases, such as clear identification of chemicals, safe storage, handling, movement, use, recycling and reuse and disposal procedures. We maintain spill kits, or similar clean-up materials, to mitigate any potential emergency events quickly on our production sites. Facility managers are also responsible for training on-site emergency response teams and communicating with the local authorities.

Responsible water management

As a consequence of climate change and our society's increasing demand for water, reducing water scarcity and protecting water quality will be a significant consideration for businesses and governments this century. At CommScope, we take responsible water management and water stewardship seriously. Our water withdrawal decreased in 2023 by 12.4% against 2022 and 14.3% compared to our 2019 base year. We continue to strive to be as efficient as possible in our water use, and to prevent the contamination of water supplies.

To fulfill our commitments, we use the World Resource Institute (WRI) Aqueduct online tool, Aqueduct Water Risk Atlas. In 2023, CommScope utilized this tool to verify current water risks at our manufacturing sites. Based on the Aqueduct Water Risk Atlas risk levels and scores, we have identified six facilities as high risk (score 3-4), eight facilities as medium-high risk (score 2-3), six facilities as low-medium risk (score 1-2) and three facilities as low risk (score 0-1). We identified no change from the prior year.

Water withdrawal by source (cubic meters [m^3])
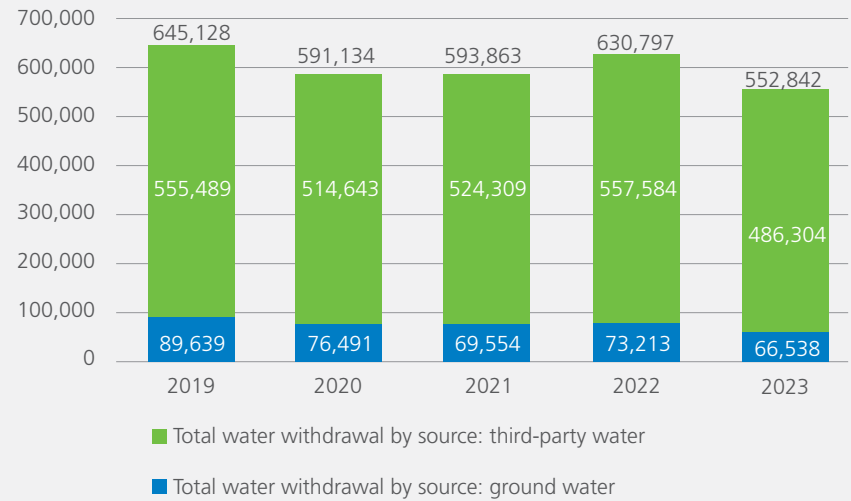
In 2023, our total water withdrawal globally was 552,841 m^3, which is a 14.3% reduction compared to our 2019 base year. We reduced groundwater withdrawal by 25.8% and third-party water by 12.5% against the 2019 base year. Our total global water withdrawal decreased by 12.4% from 2022, our water withdrawal per employee (FTE) increased from 18.35 m^3 in 2022 to 20.61 in 2023 due to significant headcount reduction throughout 2023.

Water withdrawal by region (cubic meters [m^3])
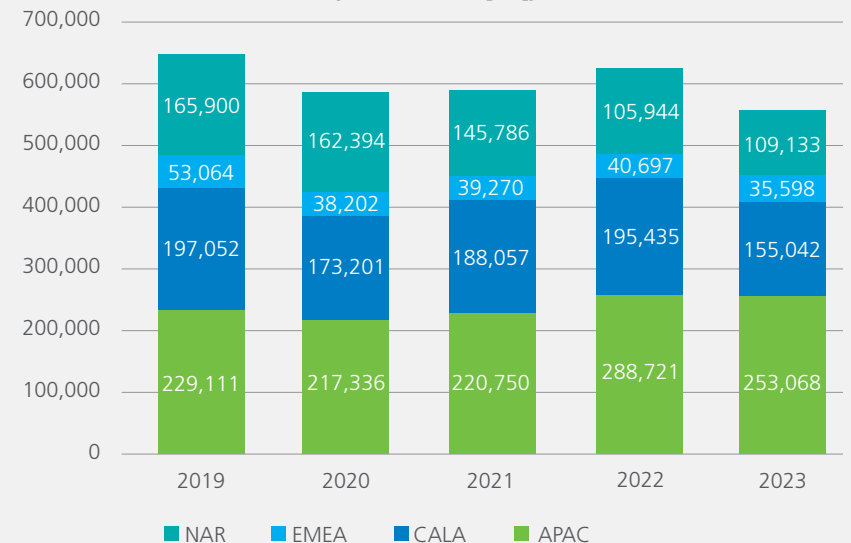
2023 total water withdrawal from all areas with water stress (megaliters [Ml])

Manufacturing facility	Overall water risk	Water stress risk	Groundwater	Third-party water
Bray, Ireland	low-medium	low-medium	-	3.05
Brno, Czech Republic	low-medium	medium-high	-	7.91
Buchdorf, Germany	low-medium	medium-high	-	0.88
Catawba, NC, U.S.	medium-high	medium-high	-	29.95
Claremont, NC, U.S.	medium-high	medium-high	-	23.37
Delicias, Mexico	high	extremely high	-	19.75
Euless, TX, U.S.	low-medium	medium-high	-	3.83
Goa, India	high	low-medium	52.65	-
Juarez-Bermudez, Mexico	high	extremely high	-	60.65
Juarez-Praderas, Mexico	high	extremely high	-	30.69
Kessel-Lo, Belgium	medium-high	extremely high	4.22	1.22
Malton, Great Britain	low-medium	low	-	0.39
Manaus, Brazil	low	low	-	*
Rhyl, Great Britain	low	low	-	2.05
Pineville, NC, U.S.	low-medium	high	-	*
Reynosa, Mexico	high	extremely high	-	16.35
Santa Ana, CA, U.S.	high	extremely high	-	1.41
Suzhou CSA, China	high	extremely high	-	31.55
Suzhou CSC, China	high	extremely high	-	79.48
Tijuana, Mexico	high	high	-	8.96

* water withdrawal data not available for this site, no sub-meter installed to track water withdrawal for our operations only. Water withdrawal fee included in the lease payment.

We don't utilize surface water, seawater or produced water in our operations.

Biodiversity

In 2023, using the online Key Biodiversity Areas (KBA) Data tool, we reassessed the biodiversity risk among our facilities. The scope of this assessment included our manufacturing facilities and sites worldwide, excluding small sales offices. The aim of this exercise was to discover whether these sites with the biggest potential environmental impacts (i.e. manufacturing) are located in key biodiversity areas, and to ensure that our business practices accounted for the necessary heightened environmental sensitivity of such areas. The results showed that no CommScope manufacturing sites were located in these key areas.

With the implementation of the new CSRD framework in 2024, there could be a requirement for companies like CommScope to further report on environmental factors, including biodiversity and ecosystems. We continue to closely monitor emerging reporting requirements and will be prepared to fulfill any new reporting obligations created by this framework, should the need arise.

Appendix

A.1 Reporting method

A.1.1 About this report

This Sustainability Report, published annually, details CommScope's efforts to operate the business ethically and with integrity; protect the environment; maintain the health, safety and well-being of our workforce; and support the communities in which we operate. We developed the 2024 Sustainability Report according to the reporting standards from the GRI, SASB, and Accountability's AA1000 Series of Standards. We solicited input from employees, executives and key stakeholders, including customers and investors, to identify and include the most relevant and material sustainability topics relating to our business activities and KPIs.

CommScope has reported in accordance with the GRI Standards for the period Jan. 1, 2023 - Dec. 31, 2023.

The Sustainability Report Addendums:
2024 GRI Content Index
2024 SASB Index
2024 SDGs

Contact point for feedback, thoughts and questions: sustainability@commscope.com

A.1.2 Reporting boundary

This report covers CommScope's consolidated global business, including all wholly owned and controlled subsidiaries. The economic, ethics and governance, environmental and social KPIs presented pertain to the entire company The environmental, health and safety KPIs relate to our manufacturing, administration and research and development (R&D) facilities, along with our distribution centers. These facilities are in Argentina, Australia, Belgium, Brazil, China, Colombia, the Czech Republic, France, Germany, India, Ireland, Italy, Japan, Mexico, Singapore, the U.K. and the U.S. Unless otherwise noted, all information and data in this report pertains to activities that transpired between Jan. 1, 2023, and Dec. 31, 2023. All KPIs are reported at the end of the reporting period. In 2023, CommScope had operational control in 80 facilities worldwide, including our manufacturing, administration, R&D facilities and distribution centers. 25 sites have closed, consolidated or relocated as part of CommScope's ongoing real estate consolidation effort.

In 2023, our business structure consisted of five business segments, each with multiple respective business units, as follows: Cable Connectivity Solutions (CCS), Outdoor Wireless Networks (OWN), Networking Indoor Cellular and Security Solutions (NICS), Home Networks (HOME) and Access Networks Solutions (ANS). We apply a general management model in our segments. CommScope sold its HOME business segment to Vantiva in January 2024.

A.1.3 Calculation of carbon emissions, water and waste

Our GHG emissions data collection and calculation process is aligned with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), and our reporting is in accordance with the requirements of the GRI Standards (2021). We follow the GHG Protocol's "operational control approach" to emissions, accounting to set the boundary of our operations and to categorize our emissions into Scopes 1, 2 and 3:

- **Scope 1:** Direct emissions from combustion of fuels, refrigerants and process gasses at facilities where we manage the respective fuel bills or manually track non-invoiced fuel usage in the BSI Entropy tool.

- **Scope 2:** Indirect emissions associated with the consumption of electricity and district heating at facilities where we manage the utility bills.

- **Scope 3:** Indirect emissions associated with 12 relevant categories:

  – **upstream activities:** purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets

  – **downstream activities:** downstream transportation and distribution, use of sold products, end-of-life treatment of sold products, downstream leased assets

We've included all Kyoto Protocol gasses in our calculations, and we took location-based emissions factors from the Emissions & Generation Resource Integrated Database (eGRID) and the International Energy Agency (IEA). We sourced market-based emissions factors from our energy suppliers, where we procure 100% renewable energy or use Green-e® Residual Mix Emissions Rates for the U.S. deregulated markets. For European countries, we sourced residual emissions factors from the Association of Issuing Bodies (AIB). We completed calculations of Scope 1 and 2 emissions using energy consumption data from our bills, as well as data provided by facilities through the BSI Entropy tool. We calculated Scope 3 with 12 relevant categories using data from our company systems (e.g. SAP, Concur, Entropy) and data provided by HR based on completed surveys. Waste data includes sites where we manage waste (diverted from and sent to landfills) directly. Water data includes sites where we manage the water bills or track data in the BSI Entropy tool. Historical data often varies from previously reported values. We refine our reporting process and data so that we consider the impact of business structure changes, including acquisitions and divestitures, changing emission factors, improved data accuracy and errors we correct during review. We'll continue standardizing our measurement systems and metrics.

A.1.4 Rebaselining

In line with the GHG Protocol and SBTi, CommScope applies a 5% materiality threshold that triggers the recalculation process of our base year and/or targets for Scope 1 and 2 and 5% for Scope 3. Significant changes in company structure and activities that may impact the materiality threshold include acquisitions, divestitures, mergers, insourcing or outsourcing, shifts in product or services offerings, and so forth.

New sites (including integrations): If we add sites, we collect historical data back to the base year. If historical data isn't available, we use the first 12 months of actual data to fill in gaps before the first month of actuals back to 2018.

Base year: 2019 is the earliest year when legacy CommScope and legacy ARRIS have the most reliable and complete data sets. For that reason, we've used 2019 as our new base year, following the GHG Protocol that states: "Companies should choose as a base year the earliest relevant point in time for which they have reliable data." We can report as far back as 2018 using estimates to fill in missing data, however.

Missing data: We use the first 12 months of actual data to fill in gaps before the first month of actuals. We estimate missing data by taking the same month's data from the previous year or the average of the monthly data available.

A.1.5 Emission factor sources for 2023

Location-based emission factor sources

U.S.—eGRID region emission factors:
- 2019 source: eGRID2018
- 2020 source: eGRID2019
- 2021 source: eGRID2020
- 2022 source: eGRID2020
- 2023 source: eGRID2021

International—IEA country-specific emission factors:
- 2019: 2017 IEA Factors
- 2020: 2018 IEA Factors
- 2021: 2019 IEA Factors
- 2022: 2020 IEA Factors
- 2023: 2021 IEA Factors

Market-based emission factor sources

U.S. —Green-e residual emission factors:
- 2019 source: Green-e 2017
- 2020 source: Green-e 2018
- 2021 source: Green-e 2019
- 2022 source: Green-e 2020
- 2023 source: Green-e 2021

Europe—AIB country-specific emission factors:
- 2019: 2018 AIB Factors
- 2020: 2019 AIB Factors
- 2021: 2020 AIB Factors
- 2022: 2021 AIB Factors
- 2023: 2022 AIB Factors

International—IEA country-specific emission factors:
- 2019: 2017 IEA Factors
- 2020: 2018 IEA Factors
- 2021: 2019 IEA Factors
- 2022: 2020 IEA Factors
- 2023: 2021 IEA Factors

Scope 3 emission factor sources

- 2019: 2017 IEA Factors, 2018 EPA GHG Emission Factors Hub, 2019 DEFRA conversion factors
- 2020: 2018 IEA Factors, 2020 EPA GHG Emission Factors Hub, 2020 DEFRA conversion factors
- 2021: 2019 IEA Factors, 2021 EPA GHG Emission Factors Hub, 2021 DEFRA conversion factors
- 2022: 2020 IEA Factors, 2022 EPA GHG Emission Factors Hub, 2022 DEFRA conversion factors
- 2023: 2021 IEA Factors, 2023 EPA GHG Emission Factors Hub, 2023 DEFRA conversion factors
- 2019-2023: CBECS 2018 Data—Table C14

A.2 Key performance indicators (KPIs)

A.2.1 Operations data

Category	KPI	2019 GJ	2019 MWh	2020 GJ	2020 MWh	2021 GJ	2021 MWh	2022 GJ	2022 MWh	2023 GJ	2023 MWh
Energy	**Total energy consumption, gigajoule [GJ] / megawatt hour [MWh]**	**1,598,609**	**444,056**	**1,504,864**	**418,016**	**1,569,957**	**436,097**	**1,532,745**	**425,761**	**1,532,745**	**354,020**
Energy	- Connectivity and Cable Solutions (CCS), gigajoule [GJ] / megawatt hour [MWh]	1,004,726	279,089	999,064	277,517	1,055,873	293,297	1,054,315	292,864	866,642	240,733
Energy	- Outdoor Wireless Networks (OWN), gigajoule [GJ] / megawatt hour [MWh]	174,568	48,491	138,480	38,467	144,172	40,048	149,147	41,430	123,232	34,231
Energy	- Networking, Intelligent Cellular and Security Solutions (NICS), gigajoule [GJ] / megawatt hour [MWh]	130,419	36,227	118,601	32,945	111,684	31,023	111,336	30,927	78,067	21,685
Energy	- Access Network Solutions (ANS), gigajoule [GJ] / megawatt hour [MWh]	48,262	13,406	48,736	13,538	51,461	14,295	52,218	14,505	48,330	13,425
Energy	- Home Networks (HN), gigajoule [GJ] / megawatt hour [MWh]	123,765	34,379	99,545	27,651	93,126	25,868	88,259	24,516	88,758	24,655
Energy	- Corporate, gigajoule [GJ] / megawatt hour [MWh]	116,869	32,463	100,437	27,899	113,640	31,566	77,435	21,510	69,450	19,292
Energy	Total fuel consumption from nonrenewable sources, gigajoule [GJ] / megawatt hour [MWh]	404,079	112,244	360,272	100,075	419,158	116,432	424,398	117,888	365,971	101,658
Energy	- Natural gas, gigajoule [GJ] / megawatt hour [MWh]	235,673	65,465	204,096	56,693	248,328	68,980	253,978	70,549	222,351	61,764
Energy	- Gasoline, gigajoule [GJ] / megawatt hour [MWh]	2,376	660	1,860	517	2,784	773	3,951	1,098	2,885	801
Energy	- Diesel, gigajoule [GJ] / megawatt hour [MWh]	110,585	30,718	113,140	31,428	118,591	32,942	102,629	28,508	85,017	23,616
Energy	- Propane, gigajoule [GJ] / megawatt hour [MWh]	7,449	2,069	6,520	1,811	7,532	2,092	7,918	2,200	5,141	1,428
Energy	- LPG, gigajoule [GJ] / megawatt hour [MWh]	27,463	7,628	25,309	7,030	28,432	7,898	34,011	9,447	30,399	8,444
Energy	- LNG, gigajoule [GJ] / megawatt hour [MWh]	101	28	-	-	-	-	-	-	-	-
Energy	- Jet fuel, gigajoule [GJ] / megawatt hour [MWh]	20,227	5,619	9,081	2,523	13,458	3,738	21,849	6,069	20,156	5,599
Energy	- Process gases (e.g. methane, acetylene, butane, isobutane, methylacetylene-propadiene propane), gigajoule [GJ] / megawatt hour [MWh]	205	57	267	74	35	10	35	10	23	6
Energy	Total fuel consumption from renewable sources, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0	0	0	0	0
Energy	Indirect energy usage, gigajoule [GJ] / megawatt hour [MWh]	1,194,530	331,813	1,144,591	317,941	1,150,798	319,665	1,108,347	307,873	908,507	252,362
Energy	- Electricity consumption, gigajoule [GJ] / megawatt hour [MWh]	1,192,193	331,163	1,143,362	317,599	1,149,070	319,185	1,107,195	307,553	907,501	252,083
Energy	- Heating consumption, gigajoule [GJ] / megawatt hour [MWh]	2,337	649	1,229	341	1,728	480	1,151	320	1,006	279
Energy	- Cooling consumption, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0	0	0	0	0
Energy	- Steam consumption, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0	0	0	0	0
Energy	Electricity from renewable sources, gigajoule [GJ] / megawatt hour [MWh]	79,646	22,124	86,823	24,117	111,587	30,996	139,556	38,765	108,876	30,243
Energy	Electricity from nonrenewable sources, gigajoule [GJ] / megawatt hour [MWh]	1,112,547	309,039	1,056,539	293,482	1,037,483	288,188	967,640	268,788	798,625	221,839
Energy	Renewable electricity share of total electricity, percent	6.68%		7.59%		9.71%		12.60%		12.00%	
Energy	Emissions avoided due to purchased renewable electricity, metric tons of CO_2e	8,855		9,793		11,925		16,371		12,015	
Energy Intensity	Total energy use normalized per $ million annual turnover, gigajoule/$M [GJ/$M] and megawatt hour/$M [MWh/$M]	$191.56	$53.21	$178.39	$49.55	$182.84	$50.79	$166.10	$46.14	$182.09	$50.58

A.2.1 Operations data

Category	KPI	2019	2020	2021	2022	2023
GHG Emissions	**Total GHG emissions: Scope 1, metric tons of CO_2e**	**68,765**	**60,717**	**52,495**	**58,288**	**42,381**
GHG Emissions	Total GHG emissions: Scope 1 breakdown by business segment					
GHG Emissions	- Connectivity and Cable Solutions (CCS), metric tons of CO_2e	22,361	21,723	23,419	24,107	19,015
GHG Emissions	- Outdoor Wireless Networks (OWN), metric tons of CO_2e	16,526	16,056	16,184	14,166	8,536
GHG Emissions	- Networking, Intelligent Cellular and Security Solutions (NICS), metric tons of CO_2e	25,497	20,070	9,120	17,068	12,193
GHG Emissions	- Access Network Solutions (ANS), metric tons of CO_2e	1,065	406	478	483	510
GHG Emissions	- Home Networks (HN), metric tons of CO_2e	778	731	729	684	604
GHG Emissions	- Corporate, metric tons of CO_2e	2,539	1,730	2,565	1,781	1,524
GHG Emissions	Total GHG emissions: Scope 1 breakdown by type of source					
GHG Emissions	- Stationary combustion, metric tons of CO_2e	13,012	11,225	13,538	14,174	12,491
GHG Emissions	- Mobile combustion, metric tons of CO_2e	10,295	9,686	10,599	10,192	8,448
GHG Emissions	- Process emissions, metric tons of CO_2e	38,116	33,377	22,327	27,891	17,826
GHG Emissions	- Fugitive emissions, metric tons of CO_2e	7,343	6,429	6,031	6,031	3,616
GHG Emissions	**Total GHG emissions: Scope 2 (location-based), metric tons of CO_2e**	**137,911**	**125,314**	**118,386**	**114,693**	**96,811**
GHG Emissions	Total GHG emissions: Scope 2 (location-based) breakdown by business segment					
GHG Emissions	- Connectivity and Cable Solutions (CCS), metric tons of CO_2e	77,789	73,240	69,545	68,642	55,132
GHG Emissions	- Outdoor Wireless Networks (OWN), metric tons of CO_2e	19,880	16,532	16,041	15,463	12,935
GHG Emissions	- Networking, Intelligent Cellular and Security Solutions (NICS), metric tons of CO_2e	12,414	11,145	10,589	10,073	8,485
GHG Emissions	- Access Network Solutions (ANS), metric tons of CO_2e	4,508	4,718	4,639	4,783	4,437
GHG Emissions	- Home Networks (HN), metric tons of CO_2e	13,512	10,913	10,071	9,768	10,404
GHG Emissions	- Corporate, metric tons of CO_2e	9,807	8,767	7,501	5,963	5,417
GHG Emissions	Total GHG emissions: Scope 2 (location-based) breakdown by type of source					
GHG Emissions	- electricity, metric tons of CO_2e	137,764	125,237	118,277	114,621	96,747
GHG Emissions	- heating, metric tons of CO_2e	147	77	109	72	63
GHG Emissions	**Total GHG emissions: Scope 2 (market-based), metric tons of CO_2e**	**138,239**	**123,510**	**113,566**	**101,550**	**88,655**
GHG Emissions	Total GHG emissions: Scope 2 (maket-based) breakdown by business segment					
GHG Emissions	- Connectivity and Cable Solutions (CCS), metric tons of CO_2e	83,626	75,793	69,954	62,871	53,722
GHG Emissions	- Outdoor Wireless Networks (OWN), metric tons of CO_2e	20,275	16,821	16,255	14,837	12,370
GHG Emissions	- Networking, Intelligent Cellular and Security Solutions (NICS), metric tons of CO_2e	13,265	11,909	10,323	9,852	7,788
GHG Emissions	- Access Network Solutions (ANS), metric tons of CO_2e	4,590	4,821	4,518	4,763	4,445
GHG Emissions	- Home Networks (HN), metric tons of CO_2e	6,105	4,859	4,215	3,862	5,130
GHG Emissions	- Corporate, metric tons of CO_2e	10,378	9,308	8,301	5,366	5,199
GHG Emissions	Total GHG emissions: Scope 2 (market-based) breakdown by type of source					
GHG Emissions	- electricity, metric tons of CO_2e	138,092	123,433	113,457	101,478	88,592
GHG Emissions	- heating, metric tons of CO_2e	147	77	109	72	63
GHG Emissions	**Total GHG emissions: Scope 1 and 2 GHG emissions (location-based), metric tons of CO_2e**	**206,677**	**186,031**	**170,881**	**172,981**	**139,192**
GHG Emissions	**Total GHG emissions: Scope 1 and 2 GHG emissions (market-based), metric tons of CO_2e**	**207,004**	**184,227**	**166,060**	**159,838**	**131,036**

A.2.1 Operations data

Category	KPI	2019	2020	2021	2022	2023
GHG Emissions	**Total GHG emissions: Scope 3 GHG Emissions, metric tons of CO_2e**	**10,266,597**	**8,702,100**	**8,181,270**	**8,531,490**	**6,811,692**
GHG Emissions	Total GHG emissions: Scope 3 breakdown by business segment					
GHG Emissions	- Connectivity and Cable Solutions (CCS), metric tons of CO_2e	933,158	681,692	953,232	868,572	771,957
GHG Emissions	- Outdoor Wireless Networks (OWN), metric tons of CO_2e	962,896	775,777	1,141,303	1,748,946	1,202,960
GHG Emissions	- Networking, Intelligent Cellular and Security Solutions (NICS), metric tons of CO_2e	1,712,591	1,632,945	1,387,609	1,026,210	1,623,723
GHG Emissions	- Access Network Solutions (ANS), metric tons of CO_2e	1,632,695	1,682,939	1,877,318	2,581,079	1,965,805
GHG Emissions	- Home Networks (Home), metric tons of CO_2e	4,278,356	3,287,368	2,363,052	1,786,880	971,483
GHG Emissions	- Corporate, metric tons of CO_2e	746,902	641,380	458,756	519,803	275,764
GHG Emissions	Total GHG emissions: Scope 3 breakdown by category					
GHG Emissions	- Category 1 - Purchased Goods and Services, metric tons of CO_2e	1,593,021	1,316,083	1,431,828	1,366,919	865,049
GHG Emissions	- Category 2 - Capital Goods, metric tons of CO_2e	16,221	18,718	19,655	10,790	7,990
GHG Emissions	- Category 3 - Fuel and Energy Related Activities, metric tons of CO_2e	42,980	38,892	40,991	51,623	43,139
GHG Emissions	- Category 4 - Upstream Transportation and Distribution, metric tons of CO_2e	167,562	220,923	313,668	383,567	174,334
GHG Emissions	- Category 5 - Waste Generate in Operations, metric tons of CO_2e	6,296	8,438	6,516	6,399	4,019
GHG Emissions	- Category 6 - Business Travel, metric tons of CO_2e	18,433	10,210	3,904	14,779	6,943
GHG Emissions	- Category 7 - Employee Commuting, metric tons of CO_2e	32,888	13,386	14,874	19,531	16,551
GHG Emissions	- Category 8 - Upstream Leased Assets, metric tons of CO_2e	12,386	12,512	12,958	12,977	9,033
GHG Emissions	- Category 9 - Downstream Transportation, metric tons of CO_2e	24,174	32,967	98,319	122,739	55,785
GHG Emissions	- Category 11 - Use of Sold Products, metric tons of CO_2e	8,223,281	6,969,508	6,122,794	6,464,288	5,527,195
GHG Emissions	- Category 12 - End-of-Life Treatment of Sold Products, metric tons of CO_2e	128,376	59,662	115,026	77,837	101,654
GHG Emissions	- Category 13 - Downstream Leased Assets, metric tons of CO_2e	979	801	737	41	0
GHG Emissions	**Total GHG emissions: Scope 1, Scope 2 location-based, Scope 3, metric tons of CO_2e**	**10,473,274**	**8,888,131**	**8,352,151**	**8,704,471**	**6,950,884**
GHG Emissions	**Total GHG emissions: Scope 1, Scope 2 market-based, Scope 3, metric tons of CO_2e**	**10,473,602**	**8,886,327**	**8,347,331**	**8,691,328**	**6,942,728**
GHG Emissions	Scope 2 emissions from primary data, percent	98%	97%	94%	96%	99%
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (location-based) normalized per $ million annual turnover, metric tons of CO_2e/$M	41.25	36.45	32.13	31.38	32.00
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (market-based) normalized per $ million annual turnover, metric tons of CO_2e/$M	24.81	21.84	19.34	17.32	18.72
GHG Emissions Intensity	Total Scope 3 emissions normalized per $ million annual turnover, metric tons of CO_2e/$M	1,230.25	1,031.56	952.78	924.51	1,110.73
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (location-based) per employee (FTE), metric tons of CO_2e/FTE	10.79	10.37	7.48	8.42	8.35
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (market-based) per employee (FTE), metric tons of CO_2e/FTE	6.49	6.21	4.50	4.65	4.88

A.2.1 Operations data

Category	KPI	2019	2020	2021	2022	2023
Water	Total water withdrawal, megaliter [Ml]	645	591	594	631	553
Water	Total water withdrawal by source: ground water, megaliter [Ml]	90	76	70	73	67
Water	Total water withdrawal by source: third-party water, megaliter [Ml]	555	515	524	558	486
Water	Total water withdrawal, cubic meter [m³]	645,128	591,134	593,863	630,797	552,482
Water	Total water withdrawal by source: ground water, cubic meter [m³]	89,639	76,491	69,554	73,213	66,538
Water	Total water withdrawal by source: third-party water, cubic meter [m³]	555,489	514,643	524,309	557,584	486,304
Water Intensity	Total water withdrawal normalized per $ million annual turnover, cubic meter/$M [m³/$M]	77.31	70.07	69.16	68.36	78.99
Water Intensity	Total water withdrawal normalized per employee, cubic meter/FTE [m3/FTE]	20.22	19.93	16.10	18.35	20.61
Waste	Total operational waste generated, metric tons	33,436	36,282	44,208	45,197	28,951
Waste	Total non-hazardous waste, metric tons	33,436	36,282	37,060	44,759	28,566
Waste	Total hazardous waste, metric tons	not reported	not reported	7,148	1,097	726
Waste	Total e-Waste, metric tons	393	466	465	437	385
Waste	Total non-hazardous waste recycled, metric tons	28,627	30,274	31,610	37,060	21,746
Waste	Total non-hazardous waste sent to landfill, metric tons	4,810	6,008	5,450	7,700	6,820
Waste	Total non-hazardous waste recycled - beneficial reuse of waste, percent	86%	83%	85%	83%	76%
Waste Intensity	Total waste normalized per employee, kilogram per employee [kg/FTE]	not reported	not reported	1,279	1,315	1,079

| Category	KPI	2019	2020	2021	2022	2023
Percent real estate portfolio covered by GHG reporting	Report Coverage	91%	90%	91%	91%	92%
Percent real estate portfolio covered by water reporting	Report Coverage	77%	78%	75%	84%	87%
Percent real estate portfolio covered by waste reporting	Report Coverage	65%	68%	52%	59%	71%
Number of environmental projects implemented	Environmental Projects	23	5	17	20	19
Annual energy avoided	Environmental Projects, gigajoule [GJ]/year	6,435	914	1,472	3,319	1,123
Total estimated annual CO₂e savings	Environmental Projects, metric tons of CO₂e/year	669	88	152	217	40

A.2 Key performance indicators (KPIs)

A.2.2 Products data

Set-top boxes (STB)[1]	2016	2017	2018	2019	2020	2021	2022	2023	Total reduction 2016 to 2023
Average CO_2 per unit (kg)	45.59	40.23	31.85	32.50	22.22	20.51	16.60	17.98	
YOY % Change		-11.8%	-20.8%	2.0%	-31.6%	-7.7%	-19.0%	8.3%	**-60.6%**

Small network equipment (SNE)[2]	2016	2017	2018	2019	2020	2021	2022	2023	Total reduction 2016 to 2023
Average CO_2 per unit (kg)	60.00	52.99	44.69	54.95	55.08	55.92	57.56	60.37	
YOY % Change		-11.7%	-15.7%	23.0%	0.2%	1.5%	2.9%	4.9%	**0.6%**

[1] Significant drop in 2020 as the market shifted from traditional QAM-based DVR models to new IP streaming models.
[2] Increase in 2019 as DOCSIS 3.1 entered the market. Note that data throughput and processing power significantly increased without a large change in average CO_2.

A.2.3 Human capital

Total headcount by employment contract
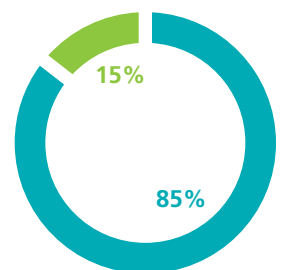
15% Temporary
85% Permanent

Total headcount by region

12% EMEA
29% APAC
59% Americas
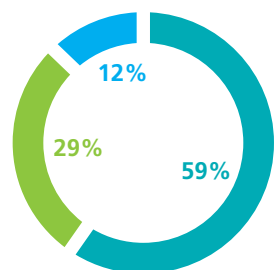
Global statistics by employment contract reflect the nature of employment relationship in the countries where we operate.

Headcount information by gender

Employment type	Male	Female	Not disclosed	Total
Permanent/regular	14,200* (62%)	8,600* (38%)	-	22,800*
Temporary	2,500* (64%)	1,500* (36%)	-	4,000*
Full-time**	14,300* (53%)	8,900* (33%)	3,400*	26,800*
Part-time**	100* (50%)	100* (50%)		
Non-guaranteed hours	-	-	-	0
Total headcount	**16,700* (62%)**	**10,100* (38%)**	**-**	**26,800***

*Rounded figures
** In mid-2023, CommScope moved to a new tool (Employee Central) which only tracks information for employees with direct employment relationship with CommScope.

Headcount information by region

Employment type	APAC	EMEA	Americas	Not disclosed	Total
Permanent/regular	6,100* (27%)	2,500* (11%)	14,200* (62%)	-	22,800*
Temporary	1,600* (40%)	800* (20%)	1,600* (40%)	-	4,000*
Full-time**	6,100* (23%)	2,600* (10%)	14,500* (54%)	3,400*	26,800*
Part-time**	0* (<1%)	100* (<1%)	0* (<1%)		
Non-guaranteed hours	-	-	-	-	0
Total headcount	**7,700* (29%)**	**3,300* (12%)**	**15,800*(59%)**	**-**	**26,800***

*Rounded figures
** In mid-2023, CommScope moved to a new tool (Employee Central) which only tracks information for employees with direct employment relationship with CommScope.

Permanent/regular employee: employee with a contract for an indeterminate period for full-time or part-time work.

Temporary employee: employee with a contract for a limited period that ends when the specific time period expires. This category includes internal temporary employees having a direct employment relationship with CommScope and external temporary employees who are engaged through third parties e.g. labor agencies.

Full-time employee: employee whose working hours per week, month or year are defined according to national law and practices regarding working time.

Part-time employee: employee whose working hours per week, month or year are less than the number of working hours for full-time employee.

Non-guaranteed hours employee: employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required. CommScope doesn't employ this category of employees.

A.2 Key performance indicators (KPIs)

A.2.4 Collective bargaining agreements

Country	Headcount	% of headcount
Belgium	180*	100%
Brazil	70*	67%
China	2,120*	81%
Czech Republic	980*	96%
France	60*	100%
Germany	5*	1%
India	10*	<1%
Ireland	170*	100%
Italy	160*	100%
Mexico	940*	10%
Spain	190*	100%
Total	**4,885***	**18%**

Rounded figures

CommScope is committed to providing a positive work environment, treating our employees with dignity and providing an open-door policy. While we respect our employees' rights to form and join trade unions, to bargain collectively and to engage in peaceful assembly—as well as the right of employees to refrain from such activities, in accordance with local laws—we also believe our employees, our company and our customers are best-served when managers and employees deal openly and directly with each other, without fear of discrimination, reprisal, intimidation or harassment.

A.2.5 Employee turnover by region

Region	Permanent/regular	Temporary
APAC	14.0%	97.2%
CALA	57.7%	49.7%
EMEA	21.6%	87.8%
Greater China	14.4%	0%
NAR	31.2%	6,800%
Total	**36.6%**	**82.9%**

Employee turnover rate includes employees who leave the organization voluntarily or due to dismissal, retirement or death in service. The 2023 NAR temporary employee turnover rate reflects the removal of temporary employees from the core system to another form of data management.

A.2.6 Average hours of training per employee

CommScope tracks online learning hours in its digital learning platform, THRIVE@CommScope; however, because of a decentralized approach instructor-led learning experiences, and discretionary learning pursued by individuals, segments, and departments, these are not formally tracked for salaried employees. Technical and developmental training for hourly employees is tracked by manufacturing facilities. Below are learning hours tracked by employee category in 2023.

Salaried employees

Developmental training	Number of courses
Learning hours	6,050
Course completions	29,770
Content views	92,000
Total views	126,00
Total searches	6,547
User-created learning content	1,002
Most popular search term	uLEAD (self-led leadership training)
uLEAD courses completed	857
uLEAD pathways completed	99
uLEAD program completions	39

Average hours of training per salaried employee: 0.57

Hourly employees

Significant location of operation	Training hours	Average hours of training per employee
Bray, Ireland	600	9.68
Brno, Czech Republic	4,827	6.56
Catawba, NC, U.S.	21,468	40.51
Claremont, NC, U.S.	5,585	11.28
Delicias, Mexico	69,038	48.93
Euless, TX, U.S.	473	8.60
Goa, India	26,080	33.83
Juarez-Bermudez, Mexico	170,787	57.48
Juarez-Praderas, Mexico	76,678	45.40
Malton, UK	410	25.63
Bodelwyddan (Rhyl), UK	1,293	8.74
Pineville, NC, U.S.	32	1.23
Reynosa, Mexico	137,910	129.98
Santa Ana, CA, U.S.	172	3.19
Suzhou CSA + CSC, China	63,885	44.55
Tijuana, Mexico	29,543	23.06

A.2 Key performance indicators (KPIs)

Hourly employees

Region for significant locations of operation	Training hours	Average hours of training per employee
Americas	511,686	53.45
APAC	89,965	40.80
EMEA	7,130	7.41

Significant location of operation: a CommScope manufacturing facility

Salaried employee: a direct employee of CommScope, permanent or temporary, who received a fixed amount of pay regardless of how many hours they work each week.

Hourly employee: a direct employee of CommScope, permanent or temporary, who is paid an hourly wage.

A.2.7 Percentage of employees receiving regular performance and career development reviews

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

Employees not in scope of regular performance and career development review:
- hourly paid permanent/regular employees (~12,800*)
- salaried employees and hourly paid external temporary employees (~3,400*)

Employees in scope of regular performance and career development review:
- salaried permanent/regular and internal temporary employees (~10,600*)

Employment type	Male	Female	Not disclosed	Total
Permanent/regular	98.9%**	98.7%**	-	98.8%**
Temporary	83.3%**	68.8%**	-	75.0%**
Full-time**	98.5%**	98.5%**	-	98.8%**
Part-time**	100.0%**	100.0%**	-	100.0%**
Non-guaranteed hours	-	-	-	-
Total headcount	**70%**	**24%**	**6%***	**10,600***

* Rounded figures

** Calculation completed for the records available in the CommScope system for the 2023 performance review cycle.

*** Employees records removed from the system after the employment termination and separation from CommScope during the 2023 performance review cycle.

CommScope's performance management cycle timeline in 2023

Jan 09 – Feb 10	March 01 – 18	Jun 05 – Jul 07	End of year review		
			Nov 06 – Nov 17	Nov 20 – Dec 08	Dec 12 – Jan 05
Goal setting	Manager & employee conversations	Mid year review	Employee EOY assessment	Manager EOY assessment	Performance calibration
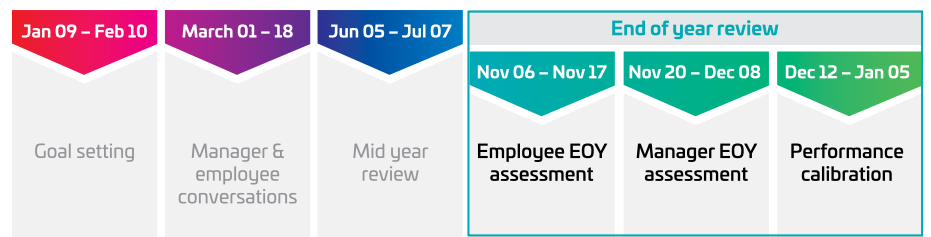
A.2.8 Employee diversity

Category	By gender		By age group			
	Female	Male	<30	30-50	>50	Not disclosed
Board of Directors (BOD)	20%	80%	0%	10%	90%	0%
Management Team	15%	85%	0%	38%	62%	0%
Total Head Count	38%	62%	17%*	51%*	19%*	13%*

* Employee diversity by age is tracked for CommScope's permanent/regular employees and internal temporary employees. In mid-2023, CommScope moved to a new tool (Employee Central) which only tracks information for employees with direct employment relationship with CommScope. Other tools/applications are used by various regions/countries for managing information about external temporary employees, these don't include age tracking only a confirmation that workers are above the legal minimum wage.

Child: Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

Young Worker: Any person over the age of Child and under the age of 18.

Minimum Age: Except where local law requires a different age (older or younger), 17 years of age for any employment with CommScope other than participation in an Apprenticeship Program. For participation in an Apprenticeship Program with CommScope, 16 years of age.

A.2 Key performance indicators (KPIs)

A.2.9 Work-related incidents, injuries and statistics

Total work-related injury and ill-health KPIs for all employees (permanent, temporary)

Incident type	Number	Rate
Fatality	0	0.00
Recordable lost time incident with lost time exceeding 180 days or high-consequence injury	3	0.01
Recordable incident (with lost time and without lost time)	82	0.31
Days away (lost and restricted)	1,909	7.21
Number of hours worked	52,974,334	-

Work-related injury KPIs for all employees (permanent, temporary)

Incident type	Number	Rate
Fatalities as a result of work-related injury	0	0.00
Recordable lost time injury with lost time exceeding 180 days or high-consequence injury	3	0.01
Recordable work-related injuries (with lost time and without lost time)	65	0.25

Main type of work-related injuries

Injury type (top 3)	Number	Percentage
Caught in or between	14	22%
Cut/stab/puncture	13	20%
Ergonomics: posture or body movement	11	17%

- The work-related hazards that pose a risk of high consequence injury—struck by objects, cut/stab/puncture, ergonomics: posture or body movement, slip/trip/fall, caught in or between.
- Which of these hazards have caused or contributed to cases of high-consequence injuries during the reporting period—caught in or between (2 cases), ergonomics: posture or body movement (1 case).
- How these hazards have been determined—facilities conduct regular safety hazards identification and risk assessment at workplace as per the applicable regulatory requirements and ISO 45001 requirements. The available methodology at a corporate level is our common generic employee risk assessment, where work-related hazards that pose a risk of injury are identified. For recordable and lost-time incidents, the root cause investigation triggers a review of risk assessment.
- Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls—ranging from barriers, guards, operating procedures, education, trainings, to PPE.

Work-related ill health KPIs for all employees (permanent, temporary)

Incident type	Number	Percentage
Fatalities as a result of work-related ill health	0	0.00
Recordable work-related ill health cases	17	0.06

Main type of work-related ill-health

Ill-health type (all)	Number	Percentage
Hearing impairment due to noise exposure	16	94%
Respiratory illness due to Polybutylene Terephthalate (PBT) fumes	1	6%

- The work-related hazards that pose a risk of ill health—extreme temperatures (heat/cold), noise, nontoxic chemical substances.
- Which of these hazards have caused or contributed to cases of ill health during the reporting period—noise exposure, PBT fumes exposure.
- How these hazards have been determined—facilities conduct regular industrial hygiene monitoring at workplace as per the applicable regulatory requirements (including industrial hygiene, noise surveys etc.) where work-related hazards that pose a risk of ill health are identified. The available methodology at a corporate level is our common generic employee risk assessment, where work-related hazards that pose a risk of ill health are identified with other safety hazards. For recordable and lost-time incidents, the root cause investigation triggers a review of risk assessment.
- Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls—ranging from barriers, exhaust systems, ventilation controls, operating procedures, education, trainings, to PPE.

CommScope EHS management system definitions

Fatality death: Due to work-related incident.

Recordable incident: Incident in which injury/illness requires more than first aid treatment. The treatment may begin with first aid but then requires more advanced care.

High-consequence injury: injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

Lost workday(s): Any days an employee is unable to work because of a workplace injury. Lost workdays are counted within the calendar year, which includes weekends, holidays, company shutdowns, etc., regardless of whether the employee is required to work any of these days. Subsequent days after the injury date qualify as lost time injury cases.

Restricted workday(s): Restricted duty is often referred to as "modified duty" and is defined as: any modification to an employee's job duties that he or she normally performs at least once a week, or employee inability to work a full shift (restrictions require a physician order). Restricted workdays are counted within the calendar year, which includes weekends, holidays, company shutdowns, etc., regardless of whether the employee is required to work any of these days. Subsequent days after the injury date qualify as restricted/lost time injury cases.

Injury rate: Injury rate is calculated by multiplying the number of recordable cases by 200,000, and then dividing by the number of total hours worked at the company. Injury rate calculation includes fatalities as a result of work-related injury, high-consequence work-related injuries and recordable work-related injuries.

A.3 2024 objectives and targets

Priority	Goal	2024 objective/target is to:
Governance and Ethics	Drive corporate responsibility and sustainability in the business	• Publish a 3rd-party assured Sustainability Report aligned with the GRI and SASB standards including SDGs • Reinforce the Ethics and Compliance training program, targeting a completion rate of more than 95% • Reduce GHG emissions across our operations through analysis and, ultimately, adoption of externally approved science-based GHG reduction targets (Scope 1, 2 and 3)
Our People	Leverage a collaborative, enabled and agile workforce to deliver business innovation and top quartile performance	• Activate our purpose, vision, values and CommScope NEXT strategy to drive engagement, innovation and growth • Drive positive talent and business outcomes through leadership, culture and positive employee experiences • Reinforce a diverse and inclusive culture that thrives on innovation and learning to adapt, grow and win • Provide meaningful well-being support to enable our employees to flourish in all ways • Serve as positive community citizens
Sustainable Products	Develop solutions that meet our customers' current and future sustainability requirements	• (CCS) – Develop internal tools for sustainability reporting, complete product LCAs following the LCA roadmap, expand single-use plastic elimination program • (NICS) – Identify product efficiency improvement programs, including innovative and intelligent features to reduce power consumption and energy use in the operational mode • (OWN) As the result of LCAs, increase the use of recycled and recyclable materials in our products and packaging, and propose new refurbishment services to our customers • (ANS) – Continue active participation in driving the standards development for network energy efficiency and energy goals; including the European Commission's Broadband Networking Equipment Code of Conduct and the SCTE's Energy Management Subcommittee • (PC)-Using our internal LCA capabilities, complete 3 different product line LCAs. Procure capabilities to generate HPD internally and create a HPD for Copper cables.
Responsible Supply Chain	Source responsibly and minimize our supply chain risks	• Complete the annual sustainability assessments for 100% in-scope suppliers • Ensure 100% of "High Risk" suppliers complete a CR audit • Ensure 100% of CommScope facilities are not rated as "High Risk" during the annual RBA risk assessment review • Develop and initiate supplier engagement strategy to reduce scope 3 emissions in our supply chain
Our Business Operations	Reduce the environmental impact of our operations and facilities.	• Reduce our Scope 1 and 2 GHG emissions by at least 2% by year-end 2024 (This target will be superseded by our SBTs) • Continue to maintain ISO14001 and ISO45001 certification at selected facilities • Achieve a 2% increase in waste recycled/reused/eliminated over 2023 volumes • At a minimum, maintain 2023 water usage performance normalized by total hours worked • At a minimum, maintain the 2023 EHS incident rate for the company

A.4 Significant risk identification and noncompliance

Each quarter in 2023, CommScope conducted outreach in every one of our 22 business units to evaluate any potential ethical risk, including corruption. We identified no significant risks or incidents regarding corruption. Separately, CommScope didn't identify any significant noncompliance with environmental, social, and economic laws and/ or regulations in 2023. No significant fines were issued during the reporting period. CommScope received no administrative complaints regarding privacy or data protection in 2023.

In March 2023, we experienced a cyber incident that resulted in minimal impact to business operations. The minimization of impacts from the attack was partially due to our historical investments in business continuity and IT system resilience. Following the event, several new systems and tools were implemented to significantly minimize the probability of additional incidents. The improvements included improved access controls, cybersecurity defenses, infrastructure security and data security. With the cyberattack and improvements made in mind, we are determined to support or help other companies in determining how they can be prepared based on our own experiences.

A.4.1 Screening suppliers and identifying significant risk for incidents of forced or compulsory labor and child labor

In 2023, 189 suppliers were screened across environmental and social criteria. This included 100% of new suppliers. Following the completion of the 2023 audit process, a total of 2% of suppliers were identified as high risk. For active high-risk suppliers, we have planned follow-up audits in 2024. The audit process identified two findings in the freely chosen employment category—one major and one minor. The identified deficiencies were formally documented in corrective action plans by the affected suppliers. RBA guidelines recommend that major findings are rectified within 180 days, and minor findings in 270 days. Corrective preventative actions have been put in place to address the deficiencies identified.

The following measures were taken during the reporting period to support the elimination of forced or compulsory labor:

Company policies
- Labor Policy
- Child Labor Policy
- Code of Ethics and Business Conduct
- Supplier Code of Conduct

Risk assessments
- Company level
- Manufacturing facilities

Internal audits—manufacturing facilities

Grievance mechanism

Responsible sourcing program

Supplier selection and evaluation program
This program includes supplier risk assessments (including Supplier Sustainability Survey) and on-site audits.

A.4.2 Negative environmental impact in the supply chain and actions taken

CommScope's definition of "significant impact" aligns with the RBA's "priority" classification.

a) 189 suppliers were assessed for environmental impacts including 100% of new suppliers.

b) We identified zero suppliers as having significant actual and potential negative environmental impact.

c) We identified no significant actual and potential negative environmental impacts in the supply chain in 2023. Overall, there were five minor findings but no significant (priority) findings. The top three environmental findings identified:

   i. Air emissions (ozone depleting substances are not clearly labeled and monitored)

   ii. Environmental permits and reporting (assessment is carried out once per year instead of quarterly as required)

   iii. Water management (water reduction target program is not established)

d) No assessed suppliers had significant actual and potential negative impacts.

e) No supplier relationships were terminated due to the assessments.

A.4.3 Negative social impacts in the supply chain and actions taken

CommScope's definition of "significant impact" aligns with the RBA's "priority" classification.

a) 189 suppliers were assessed for social impacts including 100% of new suppliers.

b) One supplier was identified as having significant actual and potential negative social impacts.

c) Overall, there was one significant (priority) finding from the five categories (Labor, Health and Safety, Environment, Ethics, Management System) in 2023:

   i. Emergency preparedness (one exit discharge door is lacking easy means of egress)

d) We identified 0.5% of assessed suppliers as having significant actual and potential negative impacts, and both parties agreed upon improvements.

e) No supplier relationships were terminated due to the assessments.

A.5 External initiatives

CommScope subscribes to, participates in or endorses the following economic, environmental and social charters, principles or other initiatives:

1. Building Industry Consulting Service International, Inc. (BICSI)
2. Broadband Forum
3. CableLabs
4. Canadian Energy Efficiency Voluntary Agreement (CEEVA)
5. Conference Board's Product Stewardship & Regulatory Affairs (PSRA) Council
6. Connectivity Standards Alliance (CSA-IOT)
7. Consumer Technology Association (CTA)
8. Digital TV Group (DTG)
9. European Commission Joint Research Centre (JRC)
10. European Committee for Electrotechnical Standardization (CENELEC)
11. European Telecommunications Standards Institute (ETSI)
12. International Association of Administrative Professionals (IAAP)
13. International Electrotechnical Commission (IEC)
14. International Organization for Standardization (ISO)
15. International Special Committee on Radio Interference (CISPR)
16. International Telecommunication Union (ITU)
17. International Telecommunication Union – Telecommunications Sector (ITU-T)
18. Institute of Electrical and Electronics Engineers (IEEE)
19. Linux Foundation Networking
20. Next Generation Mobile Networks Alliance (NGMN)
21. OnGo Alliance
22. Open Data Center Alliance (ODCA)
23. Open Radio Access Network Alliance (O-RAN)
24. Responsible Business Alliance (RBA)
25. Responsible Mineral Initiative (RMI)
26. Society of Cable Telecommunications Engineers (SCTE)
27. Thinkstep – BOMcheck
28. Telecommunications Industry Association (TIA)
29. U.S. Set-top Box Voluntary Agreement (U.S. STB VA)
30. U.S. Small Network Equipment Voluntary Agreement (U.S. SNE VA)
31. Voluntary Control Council for Interference (VCCI)
32. Wi-Fi Alliance (WFA)
33. Wireless Broadband Alliance (WBA)
34. WInnForum

A.6 Assurance statement

To: The Stakeholders of CommScope
Independent assurance statement by JLL EMEA Sustainability Consulting ("JLL") to the stakeholders of CommScope concerning the information presented in its 2024 Sustainability Report – Investing In Our Future, for the period Jan. 1, 2023 and Dec. 31, 2023.

Scope of Work
CommScope engaged JLL to provide independent assurance of its 2024 Sustainability Report. The engagement was Type-1 moderate assurance in accordance with the AA1000AS v3 standard which consisted of:

A. Evaluation of CommScope's adherence to the AA1000 AccountAbility Principles (AA1000AP 2018) of Inclusivity, Materiality, Responsiveness, and Impact.

Responsibility
The management of CommScope is responsible for the completion of the 2024 Sustainability Report and all statements contained therein. JLL's responsibility was to complete the assurance process as per the methodology detailed below, prepare this assurance statement and to provide a report on its findings for the management of CommScope.

Methodology
JLL undertook the following assurance activities:

- Interviewed several key stakeholders including Damien O'Sullivan - Director, Corporate Responsibility and Sustainability and Zuzana Robb (formerly Pospechova) - Director, Corporate Responsibility about CommScope's adherence to the AA1000AP principles, in relation to the organization's strategy and reporting and the preparation of the 2024 Sustainability Report.

- Reviewed internal and publicly available documentation relating to the principles of Inclusivity, Materiality, Responsiveness, and Impact and drew upon information gathered in 2024 through interviews conducted with CommScope stakeholders.

- Reviewed the approach to sustainability reporting and conducted a qualitative review in line with the requirements of AA1000AS.

Level of Assurance and Limitations
JLL provided a moderate level of assurance in line with the requirements of AA1000AS, which included a desktop review and evidence gathering from internal and external sources. The verification did not include financial data or other information not related to sustainability. Inherent limitations exist in all assurance engagements, due to the limited nature of testing and the procedures carried out vary in nature, timing and extent.

A.6 Assurance statement

The scope of AA1000 Assurance is limited based on the amount of interaction and information provided. Material from relevant stakeholders supporting CommScope's Environmental, Social and Governance (ESG) program was provided and reviewed.

The scope of our data testing was limited to the 2023 reporting period (Jan. 1, 2023 to Dec. 31, 2023) only.

Evaluation of CommScope's adherence to the AA1000 Accountability Principles (AA1000AP) of Inclusivity, Materiality, Responsiveness, and Impact

Our assurance work found that the 2023 Sustainability Report meets the principles, content and quality requirements of AA1000 AS v3 for a Type 1 Moderate Level of Assurance. We have made the following findings and conclusions.

Based on the scope of work described above, nothing has come to our attention to suggest that CommScope did not adhere to the criteria defined under the principles of Inclusivity, Materiality, Responsiveness, and Impact in relation to its 2024 sustainability disclosure.

Inclusivity – How the organization engages with stakeholders and enables their participation in identifying issues and finding solutions.

CommScope's external communication includes endorsement from the highest governing body to be accountable for the goals within its strategy. This demonstrates a formalization of the organization's commitment to its stakeholders. CommScope has facilitated stakeholder engagement as part of its materiality assessment, most recently conducted in 2019, to encourage participation in the identification of material ESG issues. Engagement is conducted on an ongoing basis. Employees, as a key internal stakeholder, are engaged through quarterly town hall meetings and an annual employee engagement survey (Pulse Survey). This is used to facilitate understanding, learning and improvement based on the expectations of stakeholders. Robust governance structures enable internal engagement and two-way sharing of information. The Executive Sustainability Council includes members from the Executive Leadership Team (ELT) and meets at least annually to discuss corporate responsibility and sustainability updates. Responsible Supply Chain is a material topic to CommScope. Active external engagement is key in ensuring suppliers' expectations are met and CommScope is able to manage indirect impact. Annual sustainability assessments and on-site audits are conducted as part of CommScope's annual supplier audit program to assess performance and gather feedback. Furthermore, CommScope actively communicates with its investors to keep them informed about its sustainability initiatives and goals, and to maintain oversight of upcoming regulatory requirements. CommScope utilizes outputs from both internal and external stakeholder interactions to facilitate understanding and learning. Feedback from regular mandatory employee training sessions on sustainability topics is collected and used to tailor future training, to be beneficial and pertinent to individuals' roles within CommScope. Regarding Environmental Health and Safety (EHS), CommScope's 'interested party matrix' process is not only informed by operational teams and employees, but also integrates insights from local communities, which contributes to the overall sustainability of CommScope's operational practices.

Materiality – How the organization determines the relevance and significance of an issue to itself and to its stakeholders.

In 2019, CommScope conducted a materiality assessment with a broad range of stakeholders, to understand expectations and identify the most important sustainability topics to the company. The assessment, published in the 2019 Sustainability Report, helped to define the pillars and/or strategic priorities of CommScope's sustainability program, i.e. Ethics and Governance, Our People, Sustainable Products, Responsible Supply Chain and Our Business Operations. The results found that topics such as an Equal, Diverse and Inclusive Workforce; Human Rights; Data Security and Privacy; Responsible Procurement; GHG Emissions; and Energy Efficiency of Products were key material impact areas for the business. These impact areas are represented in CommScope's external communications. CommScope continues to assess material issues and has begun to conduct a double materiality assessment to align with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD). CommScope regularly reviews relevant policies and targets in relation to its material topics, so that progress can be communicated annually. Additionally, CommScope has appointed sustainability leads for each business segment. Relevant subject matter expertise supported by in-house sustainability experts enables CommScope to respond appropriately to material issues within each area of the business. The company uses risk compliance and management processes such as EcoVadis and the Responsible Business Alliance (RBA)-Online platform to integrate materiality determination into its operational practices and ensure its sustainability program aligns with recognized sustainability standards. CommScope's materiality determination process is governed by senior management, which impacts strategy development, decision-making and risk and compliance management. The company systematically embeds sustainability throughout the organization, ensuring its principles are understood and applied at all levels.

Responsiveness – How the organization responds to stakeholder issues affecting sustainability through its performance, actions, decisions and communication.

CommScope is committed to ensuring it continues to meet the expectations of its stakeholders. Performance, case studies and progress against targets are presented in the annual Sustainability Report. Business Response is facilitated by a dedicated sustainability team including sustainability leads who collaborate with various departments to align and embed sustainability-related considerations within day-to-day operating practices and procedures. CommScope has a comprehensive employee training program to raise awareness of ethics, compliance and sustainability; and an employee survey is conducted annually to collate feedback and validate business response in relation to the company's sustainability and diversity strategies. The results are shared with the board and the board committees. Using tools such as EcoVadis, RBA-Online platform and Compliance & Risks (C2P) subscription, CommScope maintains oversight of compliance obligations. In response to customers' health and safety expectations, CommScope showcases its ISO 14001 and 45001 management systems when submitting Requests for Proposals (RFPs) and Requests for Quotations (RFQs). This provides a means to demonstrate to clients CommScope's compliance with health and safety, and environmental standards. CommScope monitors supplier performance in alignment with its Supplier Code of Conduct. This helps to ensure the supply chain reflects the company's values and those of its customers. CommScope actively communicates sustainability initiatives to its various investors, keeping them informed about ongoing initiatives, goals and progress.

A.6 Assurance statement

Impact – How the organization monitors and measures the effects of its behavior and performance on the economy, the environment and society.

CommScope reports publicly in line with the Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB) standards and Global Reporting Initiative (GRI) standards. CommScope also aligns its reporting to AccountAbility's AA1000 Series of Standards. Progress in relation to key impact areas is tracked against annual objectives and targets related to each material ESG topic. Ongoing performance is reported internally every month by CommScope's Corporate Responsibility and Social (CR&S) team to the ELT; and reported quarterly to the board. CommScope continues to include short-term incentive plans for the CEO and senior officers (Section 16 Officers) relating to GHG reduction and Diversity, Equity and Inclusion (DEI) goals; demonstrating an alignment between ESG and business strategy. CommScope has an in-house sustainability team and the support of external consultants that enable it to understand, measure, evaluate and manage the impact of operations. Environmental performance and impact are reported externally to stakeholders via the annual Sustainability Report and the Carbon Disclosure Project (CDP) global disclosure system, which is aligned with the Taskforce on Climate-Related Financial Disclosures (TCFD). The use of industry-recognized reporting standards helps ensure that communications are comprehensive and balanced. CommScope quantifies environmental impact by reporting energy consumption, GHG emissions, water withdrawal and waste disposal data as well as intensity data. Additionally, the British Standards Institute (BSI) Entropy tool is deployed for managing requirements of the ISO 14001 and ISO45001 standards and applicable legal requirements, including risk assessment and internal monitoring and reporting activities such as waste management, water management, energy consumption and GHG emissions. CommScope has partnered with a third-party consultancy to support the development and setting of science-based targets (SBTs) to reduce scope 1, 2, and 3 emissions. To better understand the environmental impact of CommScope's products, CommScope has continued to make use of the procured Life Cycle Assessment (LCA) tool, now managed by a dedicated team. Key social aspects such as labor practices, ethical conduct, environmental health and safety, and supply chain engagement are monitored through the EcoVadis platform, to perform company-level assessments to help quantify material issues. Furthermore, CommScope supports employee well-being and DEI through activities aimed at employees' physical and mental health, fostering an inclusive working environment.

Observations & Recommendations

- CommScope's external reporting (2024 Sustainability Report) provides a detailed overview of its ESG strategy, goals and approach to responding to the issues identified as material to the business and its stakeholders.

- The identification, management and response to material topics are embedded throughout the organization. This process is facilitated by internal governance structures and cross-functional teams that focus on sustainability within specific business segments, ensuring its integration within the overall company strategy.

- CommScope may consider conducting more regular, high-level reviews of material topics to ensure that business unit-level response is aligned with the overarching strategy. More frequent reviews help ensure that significant changes are accounted for between the company-wide materiality assessment cycle.

The above findings and additional observations and recommendations are presented to the management of CommScope in a more detailed management report.

Independence of Assurance

Due to our expertise and experience with non-financial information, sustainability management and reporting, we have the competencies required to conduct this independent assurance engagement. We are bound by the JLL Code of Ethics and JLL's internal management procedures. JLL's Code of Ethics sets out our ethical operating conditions and guides our actions and behaviors internally and externally to ensure we are doing business with integrity. JLL has also established a business management system, documented and maintained in accordance with the requirements of the International Standard for Quality Management Systems – ISO 9001:2015. We are independent as defined by AA1000AS v3. Whilst other JLL divisions provide managing agent and consultancy services to CommScope, EMEA Sustainability Consulting has not been involved in the delivery of these other services for CommScope and we do not consider that there is any conflict of interest between these services and this verification engagement.

JLL EMEA Sustainability Consulting
Jones Lang LaSalle Limited
30 Warwick Street, London, UK

AA1000
Licensed Report
000-166/V3-UYDWC

www.jll.com

The information compiled in this document and any opinions expressed herein are given in good faith but are derived from a number of sources and, as such, are liable to change. Jones Lang LaSalle Limited gives no warranty, either express or implied, as to the accuracy or completeness of any information or opinion or projection set forth herein. Jones Lang LaSalle shall not, in any circumstances, be under any liability for any direct or consequential loss or damage of any nature whatsoever, and howsoever arising, whether sustained by the organisation/person for whom this report has been prepared or its/his servants or agents, or any third party, including without limitation, loss of profit or other revenues, loss of business, costs, expenses, charges levied by professional or other advisers, fines, penalties, damages (including interests and costs) that may be awarded to or agreed with any third party in respect of any claim or action.

Investing In Our Future

As we continue to pursue smart business strategies that enable newer, faster, more effective forms of communication, we'll also do our best to protect the future of our people and our planet.

We are invested in what's next.

CommScope pushes the boundaries of communications technology with game-changing ideas and ground-breaking discoveries that spark profound human achievement. We collaborate with our customers and partners to design, create and build the world's most advanced networks. It is our passion and commitment to identify the next opportunity and realize a better tomorrow. Discover more at commscope.com

COMMSCOPE®

commscope.com
Visit our website or contact your local CommScope representative for more information.